

# California Conservation Corps Watershed Stewards Program

in partnership with AmeriCorps

## Placement Site Descriptions Year 26



Dear WSP Applicant,

This document provides you with a brief summary of the Placement Sites that will be hosting WSP Members in Program Year 26. Each page will provide you with a brief overview of the Placement Site, including the organization's mission, area of focus, and Member duties. Please note the geographic location of each site and review this document with care. **The proposed Member activities listed with each site may change slightly as they can be dependent on funding, weather, and staffing.** WSP's Placement Sites are ordered from north to south. If you have questions about a specific site, please email [wsp.recruiter@ccc.ca.gov](mailto:wsp.recruiter@ccc.ca.gov), please do NOT contact the site directly.

Thank you for your interest in the Watershed Stewards Program!

Sincerely,

Jody Weseman and Greg Poulton

*WSP Program Coordinators*

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CALIFORNIA DEPARTMENT OF FISH AND WILDLIFE (CDFW) – YREKA

Physical Address: 1625 South Main St., Yreka, CA 96097      Organization’s Website: https://www.wildlife.ca.gov

Placement Site’s Organizational Background:

The Mission of the Department of Fish and Wildlife is to manage California's diverse fish, wildlife, and plant resources, and the habitats upon which they depend, for their ecological values and for their use and enjoyment by the public. The Klamath-Trinity Program has been monitoring area salmon runs since 1978, and the Rotary Trapping Program has been in place since 2000. Both monitoring programs are the sole sources of data critically important to the management of Shasta River, Scott River, and Bogus Creek Chinook and Coho populations. WSP Members are directly involved in these monitoring activities through field work and data management. The programs also have a long-standing collaboration with the Siskiyou County Office of Education.

Number of Years as a WSP Placement Site: 24      Number of Member Positions at this Site: 2

Mentor Name(s) and Title(s):	<ul style="list-style-type: none"><li>Jason Roberts, Inland Fisheries Program Manager</li><li>Morgan Knechtle, Senior Environmental Scientist Specialist</li><li>Margaret Massie, Environmental Scientist</li><li>Domenic Giudice, Environmental Scientist</li></ul>
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Position Description:

WSP Members are integrated into the field team and participate in both data collection and data processing throughout the field season, adding to CDFW’s ability to collect the data necessary for long term monitoring. On a typical work day in the fall, Members will conduct spawning ground surveys on foot, install, maintain or remove video fish counting stations, assist with hatchery recovery and coded wire tag extraction and reading, review video footage and assist with data entry and editing. In the spring, Members will learn to identify juvenile salmonids, sample them in rotary screw traps, calculate trap efficiency, and assist with data entry and editing. In addition, Members are a link between Site staff and local educators, planning and facilitating field trips so that CDFW staff can perform their regular duties during the time allotted for field trips. The school children can therefore witness staff performing their field duties as they do every day, while WSP Members explain what they are seeing.

What Makes this Site Unique:

This Site has a long history (24 years) of WSP partnership, and has many learning opportunities to offer Members. Members also have a chance to participate in a challenging site where the local community has limited access to scientific information about natural resource management. Members will have the opportunity to work with both the juvenile and adult phases of the salmonid life cycle, and learn about video fish counting weirs, rotary out-migrant traps, spawning ground surveys, PIT tag technology, hatchery operations and the overall management cycle of salmon in the Klamath-Trinity basin. Though northern watersheds are among the most productive in the basin, they offer challenging management scenarios in working with local stakeholders in an area where water is a limited and highly sought-after resource.

Site-Specific Training Provided:

Members participate in Screw Trap training, which includes trap safety, swift water training, fish ID, knot tying, towing trailers, and operating winches. Members also receive training in lamprey identification, in order to aid lamprey populations, and receive extensive training in spawner surveys and salmonid and other species identification. This site collaborates with a nearby hatchery to train Members on processing including handling spawning salmonids at the end of their life cycle. This site has hosted WSP Alumni graduate thesis studies and provided excellent support for Members that want to pursue a career in fisheries.

Things to Note:

Members willing to work long hours in physically challenging conditions (flowing water, inclement weather) and with a willingness to work as part of a team are a good fit at this site. Yreka is a traditionally conservative, rural farming community and those ready to work within that community to promote collaboration and further the understanding of natural resource issues are well suited for this site. Members applying to this site must be strong swimmers and have the ability to walk 3 miles in remote, slippery, uneven terrain.

01WORK HOURS		
8 hour days	10 hour days	10+ hour days
75%	20%	5%

Housing Offered through Site:  
☐ Yes    ☒ No

Vehicle provided for Placement Site work:  
☒ Yes    ☐ No

TYPE OF WORK						
Field Work <i>(e.g.: field surveys, planting, invasive pulls, maintenance, water conservation projects)</i>	Office Work <i>(e.g.: lab analysis, data entry, GIS, report writing)</i>	Commuting <i>(e.g.: travel to field work and project Sites)</i>	Education and Outreach <i>(e.g.: non-WOW! teaching, tabling, citizen science)</i>	Volunteer Recruitment & Management <i>(e.g.: non-WAP volunteer work)</i>	Member Training <i>(e.g.: Site-specific training, conferences, and development opportunities)</i>	Other <i>(e.g.: gear and equipment maintenance)</i>
65%	10%	5%	10%	5%	4%	1%

SIX RIVERS NF – ORLEANS/UKONOM RD																											
Physical Address: # 1 Ishi Pishi Road, Orleans, CA 95556			Organization’s Website: http://www.fs.usda.gov/srnf/																								
Placement Site’s Organizational Background:																											
USFS Orleans is focused on retaining and restoring ecological resilience of the National Forest lands to achieve sustainable ecosystems that provide a broad range of services to humans and other organisms. This goal is based on a commitment to land and resource management infused by the principles of Ecological Restoration and driven by policies and practices that are dedicated to make land and watersheds more sustainable, more resilient, and healthier. The Lower Trinity, Orleans and Ukonom Ranger District of the Six Rivers National Forest spans across 700,000 acres within Trinity, Humboldt, Del Norte and Siskiyou Counties of California. Progress is underway with the current Forest-wide Aquatic Restoration Environmental Analysis. This environmental analysis will be completed soon and will facilitate another avenue to move forward with numerous watershed recovery projects throughout the Six Rivers National Forest for the next 15 years. WSP’s partnership with USFS Orleans has been nationally recognized and received the US Forest Service’s “Rise to the Future” award for its efforts in improving fisheries resources on NFS lands in 2012.																											
Number of Years as a WSP Placement Site: 25			Number of Member Positions at this Site: 2																								
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>LeRoy Cyr, District Fish Biologist</li><li>Andrea McBroom, District Fish Biologist</li><li>Jaime Bettaso, District Wildlife Biologist</li></ul>																									
Position Description:																											
Our Year 26 WSP members will be working on various projects outlined within our Fisheries Program of Work which includes: a) the completion of over 300 miles of adult fall Chinook and coho surveys through our Klamath Basin collaborative partnership; b) promoting and teaching environmental education curriculum to K-12 students which includes raising juvenile steelhead in the classroom at Hoopa Elementary or possible other site locations within Klamath-Trinity Unified School District; c) assisting with the development of the projects (such as fuel reduction, burning) found within the footprint of the Western Klamath Restoration Partnership Project Area; d) the implementation of stream, riparian and upslope restoration projects within key anadromous watersheds (eg. particularly Aikens, Boise and Ti Creek watersheds); e) ongoing stream monitoring efforts (stream temperature, flows, habitat surveys; stream condition inventories-SCI, etc); f) the completion of over 150 miles of aquatic species inventories throughout the summer (juvenile coho, adult spring Chinook, summer steelhead, etc); and g) the on the ground success with community volunteer participation in outreach events such as: Fish Lake Fishing Derby, Fish Fair Environmental Education Event, Salmon Run, IMBD activities and other watershed restoration projects. WSP Members will receive training in various fish and watershed protocols, identification, white-water safety, free diving, defensive driving, aquatic habitat, restoration techniques, and cultural resources to name a few.																											
What Makes this Site Unique:																											
Our WSP placement site is strategically located along the lower-mid Klamath River in Orleans, CA. Our District is approximately 600,000 acres and comprised of the ancestral lands of the Hoopa, Karuk, Yurok and other local tribal partners. Four community-based non-profit groups (Mid-Klamath Watershed Council, Salmon River Restoration Council, Mountain Community and Culture, Hayfork Restoration Council) are also located within various adjoining river sub-basins who also collaboratively work with us to assess, protect, maintain and restore our precious aquatic resources. The next few years are crucial as we prepare for the removal of 4 dams in the upper basin marking it as the largest salmon restoration effort in US history!!! Our site is located in the heart of the middle Klamath River and provides an important linkage between upriver and downriver interests. Our river community is comprised of individuals who care about making a difference in our local watersheds. Most of our local community members are very proud and outspoken of the ongoing work WSP Members have accomplished in the past. We are excited and hopeful for future development and expansion of our environmental education and fisheries restoration work that will result in additional outreach, survey, monitoring and restoration with our Service Year 26 WSP members.																											
Site-Specific Training Provided:																											
WSP Members will receive training in various fish and watershed protocols, identification, care and maintenance of equipment, defensive driving, aquatic habitat, restoration techniques, and cultural resources. Members learn about successful radio communication and job hazard assessments. Members partake in white water safety and learn free-diving snorkeling techniques. Members are also trained on the operation of downstream migrant trap, fisheries species identification, habitat typing, stream condition inventory, as well as tissue, scale, and otolith processing. Members at this site will receive training to obtain a government driver’s license and must complete and pass all written and driving tests.																											
Things to Note:																											
WSP Members should be willing to live and work in a small, isolated river community. Members that are flexible and adaptable to changes in work schedules and environmental conditions throughout the year are a good fit at this site. Members should be able to work independently and with a team. Members will be required to work over weekends and should be comfortable with overnight trips. WSP Members who are relatively comfortable speaking in public, interested in organizing activities, and teaching students are a good match for this site. Members who enjoy environmental education thrive at this site as this is the primary duty of the Members in the spring. It is highly recommended that Members be in great physical condition, able to complete long field days, and able to hike steep terrain for distances of 5- 20 miles per week. Members must be strong swimmers and have a general knowledge of free dive techniques.																											
A three-bedroom government house located at Oak Bottom Wildland Fire Complex on the lower Salmon River is available throughout the term for Member housing. The cost per month is approximately \$250 which includes utilities. Members need to have a personal vehicle to be able to drive to the District office from the government residence (13 miles one way).																											
<table><tr><th colspan="3">WORK HOURS</th></tr><tr><th>8 hour days</th><th>10 hour days</th><th>10+ hour days</th></tr><tr><td>40%</td><td>55%</td><td>5%</td></tr></table>			WORK HOURS			8 hour days	10 hour days	10+ hour days	40%	55%	5%	<table><tr><td>Housing Offered through Site:</td></tr><tr><td><input checked="" type="checkbox"/> Yes    Low-cost shared government residence</td></tr><tr><td>Vehicle provided for Placement Site work:</td></tr><tr><td><input checked="" type="checkbox"/> Yes    <input type="checkbox"/> No</td></tr></table>				Housing Offered through Site:	<input checked="" type="checkbox"/> Yes    Low-cost shared government residence	Vehicle provided for Placement Site work:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No								
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REDWOOD NATIONAL AND STATE PARKS

Physical Address: 1655 Heindon Road, Arcata, CA 95521		Organization’s Website: https://www.nps.gov/redw/index.htm																									
<b>Placement Site’s Organizational Background:</b> Redwood National and State Parks (RNSP) consist of Redwood National Park and three California State Parks which are included within the 1968 congressional boundary: Jedediah Smith Redwoods, Prairie Creek Redwoods, and Del Norte Coast Redwoods State Park. The NPS and the California Department of Parks and Recreation (CDPR) manage all four parks as a single unit "to preserve significant examples of the primeval coastal redwood forests and the prairies, streams, seashore, and woodlands with which they are associated for purposes of public inspiration, enjoyment, and scientific study, and to preserve all related scenic, historical, and recreational values." The Resource Management and Science Division of RNSP encompass management of natural and cultural resources, planning and environmental compliance, and Geographic Information Systems (GIS). Natural resource monitoring programs, such as hydrologic, and fish and wildlife monitoring, collect data to help understand watershed processes and identify human-induced effects on natural resources and to monitor ecosystem trends. Natural resource management programs, such as watershed restoration, forest restoration and invasive plant control, strive to mitigate for potential and existing impacts on the parks’ aquatic and terrestrial ecosystems; and to protect and restore existing ecosystems from further human-induced effects and provide future resiliency in the context of a changing climate. The GIS program supports all divisions of RNSP including Interpretation, Administration, Maintenance, Protection as well as Resources Management. GIS is integral to park planning and data collection efforts and the depth of GIS data developed provides a solid foundation for scientific analyses, planning and compliance as well as interpretive programs.																											
Number of Years as a WSP Placement Site: 2		Number of Member Positions at this Site: 2																									
Mentor Name(s) and Title(s):	<ul style="list-style-type: none"><li>Vicki Ozaki, Geologist</li><li>Rachel Truesdell, Hydrological Technician</li><li>Judy Wartella, Geographic Information Systems Specialist</li></ul>																										
<b>Position Description:</b> The positions will split their time between the watershed (60%) and GIS (20%) work with the remaining time spent on other office work, training and education. The watershed work is primarily field based and Members will monitor water quality in impaired and pristine watersheds. They will support hydrologic monitoring by measuring discharge, maintaining gaging stations, calibrating and deploying water quality sensors, downloading data, and analyzing sediment samples from pristine and restored watersheds. The WSP members will also help with mapping stream channel disturbance and erosion features. Fishery projects will include spawning surveys, post-restoration monitoring of Coho salmon in a recently restored stream, and seining the Redwood Creek estuary to estimate juvenile salmonid fish populations. Vegetation management projects will focus on removal of aquatic and riparian invasive plants that decrease available fish resources in a restored stream channel. The GIS will be office based. There are a large number of suitable projects and we have some flexibility to focus on and re -prioritize based on a Member’s specific interests. Projects may include: 1) Monitoring and recording GPS coordinates of channel markers or known barriers to fish passage on streams in RNSP and updating the CDFW Passage Assessment Database. 2) Providing GIS and database development and input for historic fisheries survey data. 3) Updating Lidar-derived park-wide streams geometry and attributes based upon field surveys, including fish distribution based upon historic survey data. 4) Designing maps based upon this base data to illustrate historic survey data and fish distribution.																											
<b>What Makes this Site Unique:</b> Redwood National Park (RNP) preserves the largest remaining contiguous ancient coast redwood forest and are a World Heritage Site and part of the California Coast Range Biosphere Reserve. These designations reflect worldwide recognition of the parks’ natural resources as irreplaceable. Among federal agencies, the National Park Service has a unique mission to “preserves unimpaired the natural and cultural resources and values of the national park system for the enjoyment, education, and inspiration of this and future generations." The park contains a rich variety of biotic communities from the Pacific Coast to the interior mountains. The mosaic of habitats within the park includes old-growth forests, prairies, oak woodlands, and riverine, coastal, and near-shore marine environments. These habitats are increasingly important refugia for rare, threatened, and endangered species. In addition, more than one-third of the lands within RNP have been heavily affected by timber harvest and have been the subject of an internationally recognized restoration program designed to reduce erosion, restore integrity, and recover lost values. Redwood National and State Parks can provide an excellent training ground and mentorship for future natural resource scientists. Members will have opportunities to participate in multi-disciplinary approaches to resource management project planning and cross train with our Interpretive Division. Much of the work at RNSP is collaborative in nature and members will be working with multiple agencies in the course of their work and includes California State Parks, Save-the-Redwoods League, CA Dept. of Fish and Wildlife, Humboldt State University Fisheries Co-op, NOAA Fisheries, USFWS, and researchers. RNP has two well-established outdoor education centers geared toward 4-5 grade students and embody RNSP’s education goals. RNSP shares WSP education goals and is well-positioned as an ideal placement site for WSP members given the numerous and varied project opportunities, well-established base data, long history of data collection efforts, knowledgeable staff and willing mentors, and collaborative work environment.																											
<b>Site-Specific Training Provided:</b> Members will learn to monitor salmonid fish populations and access, stream flow and turbidity, and analyze suspended sediment. They will also help implement riparian restoration projects, and survey channels cross sections and longitudinal profiles for a culvert replacement project. GIS and database development will focus on improving our stream and fisheries data in the park.																											
<b>Things to Note:</b> Shared housing is offered at a reasonable cost although internet and phone services are not available, and the location is very remote. Having a reliable personal vehicle, significant driving experience and being a strong swimmer are required at this location. Prior GIS knowledge and fisheries or watershed monitoring experience is preferred.																											
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CALIFORNIA DEPARTMENT OF FISH AND WILDLIFE (CDFW) – ARCATA

Physical Address: 50 Ericson Court, Arcata, CA 95521      Organization’s Website: <http://www.dfg.ca.gov>

Placement Site’s Organizational Background:

The Mission of the Department of Fish and Wildlife is to manage California's diverse fish, wildlife, and plant resources, and the habitats upon which they depend, for their ecological values and for their use and enjoyment by the public. The CDFW Arcata field office attempts to meet this mission by providing the highest quality monitoring data on the status of anadromous salmon in Northern California. Key project components include compiling long-term record of abundance for coastal salmonids, obtaining salmon habitat and life history information critical to informing recovery actions. These component objectives are achieved by the collection of field survey data during spawning ground surveys, operation of adult and juvenile trapping stations, habitat measurements, and application of modern Capture-Mark-Recapture studies. The CDFW Arcata office has been a proud partner of the WSP program for many years. This partnership has provided CDFW with valuable monitoring information for the South Fork Eel River, Humboldt Bay, and Redwood Creek, and helped resource managers evaluate current status and focus restoration actions.

Number of Years as a WSP Placement Site: 25      Number of Member Positions at this Site: 2

Mentor Name(s) and Title(s):      

- Seth Ricker, Senior Environmental Scientist
- Colin Anderson, Biologist

Position Description:

Members placed at CDFW’s Arcata field office will learn about the ecology of local watersheds and gain valuable ‘hands-on’ experiences with a wide variety of fish population assessment techniques. Our goal is to collect scientifically sound, quantifiable information about the status, trends, life history patterns and habitat requirements of salmon and steelhead populations in coastal waters of Humboldt county. Key project components include: 1) compiling long term record of abundance for coastal salmonids, 2) obtaining salmon habitat and life history information critical to informing recovery actions. These component objectives are achieved by the collection of field survey data during spawning ground surveys, operation of adult and juvenile trapping stations, habitat measurements, and application of modern Capture-Mark-Recapture studies. Most days will be spent conducting surveys in local streams or trapping fish at the Freshwater Creek weir. Occasional “office days” will be spent working at the Arcata field office, processing and analyzing field data. The daily activities of Members will be directed by field crew leader. Each day Members will be assigned to work with a crew of one or two experienced Research Assistants and/or CDFW Environmental Scientists. Most field surveys will require an entire eight-hour day to complete. November through March, Members will perform spawning ground surveys. While performing the surveys Members will hike upstream over rocks, mud, and logs in cold, swift water. The goal will be to locate salmon carcasses, salmon nests (redds), and live fish. Members will use hand-held global positioning systems (GPS) and a personal digital assistant (PDA). December through February, Members will assist with trapping and tagging adult salmonids at the Freshwater Creek weir. During peak migration times, the weir will be staffed 24 hours/day. Therefore, Members should be prepared to work occasional night and weekend shifts. March through June Members will assist with trapping and PIT tagging adult and juvenile salmonids captured in the out-migrant trap installed at the Freshwater Creek weir. Mid-July through Mid-August (end of term), Members will assist with counting adult salmonids during annual snorkel surveys conducted in the Smith, Salmon, Mattole, and other north coast rivers and streams.

What Makes this Site Unique:

This Placement Site provides the next generation of resource assessment professionals with the valuable, hands-on learning experience desired by employers, colleges, and university advanced degrees in biological sciences. CDFW Arcata has been innovating and setting the standard for scientific data collection in Northern California alongside WSP Members for 20 years. This is a field science based Placement Site so fisheries work is experienced every day.

Site-Specific Training Provided:

Members learn a number of surveying techniques through CDFW Arcata such as spawning ground surveys and snorkel surveys. They also gain an understanding of the operation and maintenance of the Freshwater Creek Weir, as well as tissue, scale, and otolith collection. Members also receive training in swift water rescue and ATV safety.

Things to Note:

Members that thrive at this site have a strong desire to work as part of group, learn in the field, and are interested in physically active field work with a desire to navigate uneven and rough terrain. This site provides an opportunity to learn how to balance physically demanding conditions with mental clarity and taking good data. WSP Members are often teamed up with Scientific Aids and should have an interest in biological data collection, and a future in a fisheries career. Members must be willing to work weekends and evenings with a flexible schedule based on weather conditions. Members with a reliable vehicle, strong swimming skills and GIS knowledge are a good fit at this site.

WORK HOURS			<b>Housing Offered through Site:</b>  <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  <b>Vehicle provided for Placement Site work:</b>  <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8 hour days	10 hour days	10+ hour days	
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60%	15%	5%	0%	0%	15%	5%

BUREAU OF LAND MANAGEMENT ARCATA FIELD OFFICE																											
Physical Address: 1695 Heindon Road, Arcata, CA 95521				Organization’s Website: https://www.blm.gov/california																							
<b>Placement Site’s Organizational Background:</b> <p>A "multiple-use" agency, the Bureau of Land Management (BLM) actively involves local groups through partnerships to create mutually beneficial projects and programs for the use, enhancement, and protection of natural resources. The Arcata Field Office (AFO) is responsible for the administration of natural resources, lands, and mineral programs on over 200,000 acres of public land in Northwestern California. The AFO includes the King Range National Conservation Area, Headwaters Forest Reserve, and the Trinidad Gateway to the California Coastal National Monument. The AFO has invested immense effort in watershed recovery and protection. With the enactment of the Northwest Forest Plan and its Aquatic Conservation Strategy, the AFO has completed many projects that have resulted in road improvements and decommissioning, instream habitat restoration, timber stand improvement, and tree plantings. AFO is currently collaborating on a long term multi-agency restoration effort in the Mattole River Estuary. In the last few years the partnership has resulted in the addition of hundreds of whole trees, excavation of a 750-ft long slough channel, planting of 11,000 linear feet of native riparian on banks and floodplain terraces, and construction of five large complex wood jams. The AFO staffs two full time interpretive specialists who work with staff to improve each program’s education and outreach efforts. In addition, the AFO has a long tradition of incorporating volunteers into their work.</p>																											
Number of Years as a WSP Placement Site: 4				Number of Member Positions at this Site: 2																							
Site Supervisor:		Chris Heppe, Assistant Field Manager																									
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Zane Ruddy, Fish Biologist</li><li>Sam Flanagan, Geologist</li></ul>																									
<b>Position Description:</b> <p>WSP Members will focus primarily on salmon and steelhead population monitoring, stream habitat monitoring, habitat restoration planning and implementation, and outreach activities (e.g., field trips with schools and general public). Particular projects and tasks the WSP Members will work on include spawner surveys, in coordination with Mattole Salmon Group and CDFW, juvenile snorkel surveys, summer adult steelhead snorkel surveys, Salmon Creek (Headwaters Forest Reserve) stream gauge maintenance and data analysis (discharge/turbidity), and Headwaters Forest Reserve salamander coverboard study. Members will also attend and organize various workshops and trainings.</p>																											
<b>What Makes this Site Unique:</b> <p>The BLM experience will be unique because WSP Members will work on a wide range of projects across a highly diverse landscape, with habitat ranging from temperate coastal lagoons and estuaries to hot, dry, and rugged interior mountains. WSP Members will gain knowledge in vastly different watersheds, and will work on both fish (e.g., population and habitat monitoring) and non-fish projects (e.g., salamander surveys and stream gauge operation in the Headwaters Forest Reserve). Each day WSP Members will work with two experienced BLM watershed professionals and other highly specialized multi-resource staff, as well as government agencies and non-profit organizations that share the same watershed restoration and fish recovery goals. These agencies and organizations include the California Department of Fish and Wildlife, U.S. Forest Service, National Marine Fisheries Service, Mattole Salmon Group, Mattole Restoration Council, Sanctuary Forest, U.S. Fish and Wildlife Service, and fellow WSP Members.</p>																											
<b>Site-Specific Training Provided:</b> <p>Members placed at BLM Arcata are trained in CDFW spawning ground survey protocol as well as CDFW habitat typing protocol. Members also learn the CDFW Coho spatial distribution surveying protocol, water quality monitoring techniques, and use of data collection tools for temperature, flow, turbidity etc. Members work with partner organizations such as the Mattole Salmon Group, Mattole Restoration Council, and Humboldt State University to develop and implement projects on BLM forest lands.</p>																											
<b>Things to Note:</b> <p>Members who find success at this site are self-starters with the ability to take initiative on projects that suit their interests through research and collaboration with BLM employees. Members that are successful at this site possess a general understanding of environmental science and aquatic biology, are willing to participate in field work in remote areas and on rough terrain, and have a desire to lead outreach activities such as environmental-education field trips. Members will spend a considerable amount of time on fisheries work (spawner surveys, habitat surveys, snorkel surveys, etc.). Members should be amenable to driving long distances on winding dirt and gravel roads, (map/compass navigation experience is helpful) with a willingness to work long days, overnights, and weekends. Working for a federal agency like the BLM provides a great opportunity for exposure to working within federal natural resource guidelines. Members at this site must have strong swimming skills and field experience hiking rugged terrain. Members with GIS knowledge and experience are a good fit at this site. Members at this site will be required to take the Federal Defensive driving course and will have to demonstrate the ability to drive in off-road/4-wheel drive conditions.</p>																											
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THE WATERSHED CENTER IN HAYFORK																											
Physical Address: 98 Clinic Avenue, Hayfork, CA 96041			Organization’s Website: https:// thewatershedcenter.com/																								
Placement Site’s Organizational Background:																											
The Watershed Center is a non-profit organization in Hayfork, California. The mission of this site is to create and sustain healthy lands and healthy communities. They work locally, regionally, and nationally to develop innovative approaches to natural resource management, economic development, and community resilience. Through collaboration with communities, partner organizations, public agencies, and businesses, they implement land and watershed stewardship projects, create jobs, and connect people to the places they live and to each other. The local focus is on restoration of the South Fork Trinity River. The centerpiece of this restoration strategy is working to support and restore populations of the nearly extirpated Klamath Spring Chinook Salmon. These fish numbered 10,000 in 1960 but were counted at only 21 in dives last summer. This site has hosted university student summer internships for decades and has been a WSP Placement Site for one year.																											
Number of Years as a WSP Placement Site: 1			Number of Member Positions at this Site: 2																								
Site Supervisor:		Cindy Blackburn, Director of Operations																									
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Cindy Buxton, Watershed and Fisheries Program Associate</li><li>Joshua Smith, Watershed and Fisheries Program Director</li><li>Heather Jones, Office Manager</li></ul>																									
Position Description:																											
WSP members will be working on a variety of watershed restoration and management projects. Projects on the South Fork Trinity River (SFTR) helicopter wood project include GPS mapping, water quality monitoring, stream flow, benthic macroinvertebrate (BMI) populations, and juvenile and adult salmonid snorkel surveys. Salt Creek Restoration tasks include groundwater monitoring, stormwater design, invasive weed site preparation, stream cross-section and longitudinal profiling, stream flow measurements, and fisheries surveys. Tasks for the Trinity River Water Resiliency project are to conduct outreach and education on water conservation, streamflow monitoring, implement a wide variety of water transaction tools (i.e. storage and forbearance) and install rainwater catchment, water storage or trickle fill systems. USFS Aquatic Monitoring will include performing Stream Condition Inventory surveys which includes cross section surveys, BMI, water chemistry, and substrate measurements. Furthermore, USFS support tasks would include road sediment inventory and range management monitoring for water quality. Members lead efforts in the Hayfork Community Wetland including interpretative trail design and maintenance, invasive weed management, riparian vegetation restoration, native pollinator planting and community outreach events. Members conduct watershed monitoring including data collection for streamflow, water temperature, groundwater depth, and diversion rates and volumes; data processing and analysis. Members will implement trail restoration (sediment control/sustainability upgrades) on severe OHV caused erosion issues on routes that cross key spring chinook habitat in the upper SFTR (requires overnight camping). Members will assist in trespass grow-site reclamation projects on Forest Service lands including trash clean-up, dismantling irrigation systems, and water quality sampling. Members will lead the South Fork Basin Stewards Program to engage the community in monitoring and restoration events. Past events have included Splash 4 Trash (a kayak-assisted creek cleanup), Steelhead and chinook redd counts, noxious weed pulls, and “Hyampom Salmon Gathering” education event. Other education opportunities: Work alongside the Hayfork Youth Conservation Crew (students from Hayfork High School) in a natural resources (fisheries) education/apprenticeship program; assist Indian Valley Summer Camp with environmental education (Indian Valley is a 2-4 week day-camp for local disadvantaged elementary school children), leading stations at the Trinity County Environmental Camp at Bar 717 Ranch and more.																											
What Makes this Site Unique:																											
The Watershed Center is located in the rural community of Hayfork, California. Hayfork is situated in a wide valley encircled by the wild, scenic, mountainous and remote South Fork of the Trinity River (SFTR) watershed. It is a hotspot for biodiversity including several endemic and endangered species. Starting in 1950, Hayfork began its rise as a timber-based community and was able to support two large saw mills. However, the demise of the timber industry over the last three decades has resulted in significant economic decline for local residents. The environmental degradation of the watersheds from mining and timber extraction is still present. Today, the economically depressed community of Hayfork is looking toward the future by rallying around education of children, skills training for working-age people, and advancing recreational tourism. The Watershed Center helps the community and students learn about the environment, instills a sense of responsibility for stewardship, and implements projects that encourage interaction and restore the watershed. The Watershed Center offers a wide-ranging experience that is perfect for those who know they want to work in the environmental field but aren’t quite sure exactly which direction to pursue. Watershed Center projects include a wide variety of topics including: stream ecology, salmonid restoration, forest and fire ecology, GIS, collaboration with Native American tribes, and youth environmental education.																											
Site-Specific Training Provided:																											
Members placed at the Watershed Center will be trained in watershed restoration strategies.																											
Things to Note:																											
Members that are strong swimmers, have the ability to work overnight and weekends, have a reliable vehicle, and have general knowledge and experience with GIS are preferred. Housing for Members is available at this site at a USFS barracks for \$8/day.																											
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WSP OFFICE – FORTUNA TEAM LEADERS																											
Physical Address: 1455 Sandy Prairie Court, Suite C, Fortuna, 95540			Organization’s Website: https://ccc.ca.gov/what-we-do/conservation-programs/watershed-stewards-program/																								
Placement Site’s Organizational Background: The Watershed Stewards Program (WSP) was established in 1994 as a comprehensive, community-based watershed restoration and education program. Members serve in coastal watersheds throughout California, supporting WSP’s mission to conserve, restore and enhance anadromous watersheds for future generations by linking education with high quality scientific practices. WSP is a program of the California Conservation Corps supported and funded by AmeriCorps and The Fisheries Grant Restoration Program (FRGP). WSP is also a professional development program, focused on training the next generation of natural resources professionals.																											
Number of Years as a WSP Placement Site: 25			Number of Member Positions at this Site: 2 Team Leaders																								
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Zia Schatz, Program Manager</li><li>Greg Poulton, Region I Program Coordinator</li></ul>																									
Position Description: Each Team Leader supports one of WSP’s four districts where 10-12 Members serve. Team Leader duties vary throughout the year. Some duties are year-long, including Member support, tracking program data, and collaborating with staff on current projects. Other tasks include planning for WSP trainings and outreach events that occur throughout the year. An important aspect of Team Leader duties is supporting and attending Members’ Watershed Awareness Projects (WAP), designing their own Watershed Awareness Project, teaching the Wonders of Watersheds (WOW!) curriculum in local schools, preparing for and serving on the WSP Advisory Committee board, identifying regional outreach and volunteer opportunities, contributing to program communications, and assisting in program development. There are also opportunities to work on alumni relations, producing a quarterly newsletter, and generating new and creative ways to improve the program. While most Team Leader responsibilities require them to be in the office a majority of the time, there are also opportunities for field work through site sharing with various Placement Sites. Team Leaders can visit and learn from each Member in their district. Team Leaders learn how to communicate effectively with Members within their district as well as the program as a whole and are exposed to ample opportunities for public speaking and networking within the local community. Opportunities to receive feedback on professional written communication, organization and logistics will take place throughout the term. Team Leaders also promote WSP to future Members and the public through our social media presence.																											
What Makes this Site Unique: Highlights of being a Team Leader in the Fortuna Office include being part of a dynamic team, engaging in a diversity of projects, and traveling around the state to support Members. Due to its close proximity to the California Conservation Corps campus, Members placed at the WSP Fortuna office gain valuable leadership skills from this unique community. There are also numerous opportunities to network and meet natural resource professionals and educators from around the state. Members are encouraged to seek out trainings in environmental education and natural resource topics to further their professional goals. Team Leaders work directly in the offices of WSP and receive first-hand experience in non-profit management. They are responsible for fostering a sense of community among Members, as well as providing support to Members, assisting in the administration of WSP, and contributing to Member development.																											
Site-Specific Training Provided: Team Leaders contribute to the WSP team by contributing to program reports, collecting data, and gaining in-depth insight into leadership and communication techniques used to support Members throughout the state. Team Leaders may attend The Association for Environmental and Outdoor Education (AEOE) conference, the Science Technology Art Engineering and Math (STEAM) annual conference, the Department of Fish and Wildlife Spawning Survey training, or any other trainings that align with the mission of WSP. Depending on their interests, Team Leaders may choose other trainings through the California Conservation Corps or local educational resources. Examples include online GIS courses, PIT tagging and hatchery work, chainsaw, forklift and flood training, as well as other local workshops on watershed and education topics, as time and scheduling permit.																											
Things to Note: Members that have an interest in teaching environmental education and leading and supporting outreach and volunteer events are a good fit at this site. This site requires a large percentage of office time. Members must be comfortable being a part of a dynamic staffing team. While the Fortuna area is fairly rural, Arcata (a college town) is not far from WSP’s office. Fellow Members are placed in Fortuna and the greater Humboldt Bay area so there are opportunities to network with fellow Members and Mentors. People that are outgoing with an interest in outreach will thrive at this site.																											
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CALIFORNIA CONSERVATION CORPS – FORTUNA

Physical Address: 1500 Alamar Way, Fortuna, CA 95540      Organization’s Website: http://www.ccc.ca.gov

Placement Site’s Organizational Background:

The Coastal Fisheries Restoration Program is a series of success stories stretching over nearly 28 years. The program began as a partnership between the California Conservation Corps (CCC), California Department of Fish and Game, and private and public landowners. This emphasis on partnerships continues and accounts for the program’s success, providing environmental improvement, economic benefits, and stories of personal triumph for the youth that participate. Guided and supervised by California Department of Fish and Wildlife and California Conservation Corps habitat staff, the CCC Fisheries Restoration crews implement restoration projects. Once completed, biologists check the site, add it to the restoration database, and monitor it for effectiveness and structural integrity for up to ten years. Typical CCC restoration projects include modifying barriers to fish passage, planting trees in the riparian zones, reducing upslope sediment sources, stabilizing stream banks through bioengineering and log/boulder structures, building livestock exclusion fences, constructing in-stream habitat structures for pool development and spawning gravel retention, and installing logs and root wads that serve as cover structures in pool and flat-water habitats. Restoration work is focused on streams and watersheds that have the greatest ability to increase threatened and endangered salmonid populations over the long term. The work zone of the Fortuna CCC is from northern Mendocino County to northern Del Norte County.

Number of Years as a WSP Placement Site: 25      Number of Member Positions at this Site: 2

Site Supervisor: Peter Luvaas, Conservation Supervisor

Mentor Name(s) and Title(s): Brian Starks, Fish Habitat Specialist

Position Description:

Members at the Fortuna CCC site will hike streams, riparian zones, and slopes to evaluate for restoration opportunities, design specific project elements, evaluate projects during implementation phase, take physical data from sites (photographs, GPS, bank-full width, etc.), collect post project evaluation data, and participate in project implementation. Members will assist with project development by creating maps, photo point documentation, writing project descriptions, researching specific stream data, drafting letters to landowners, and organizing information. They will work hand in hand with CCC Corpsmembers on stream restoration projects. Restoration projects will include moving Large Woody Debris (LWD) into place using grip-hoists and hand tools, anchoring LWD using power tools, invasive plant removal, and planting native plants in the riparian zone and on unstable slopes. Members will plan and implement Creek Days Environmental Education Fair, a 3-day event visited by up to 500 local elementary school students. The tasks involved include picking the site, contacting teachers and schools, organizing WSP volunteers, organizing materials, logistics, and informing WSP staff of progress. Lastly, Members will attend various trainings including, but not limited to: the Eel River Forum meetings, CCC saw class, HAZWOPR training, CDFW spawner survey training and CDFW habitat inventory training.

What Makes this Site Unique:

WSP Members will have a dynamic experience involving all aspects of watershed restoration while at Fortuna CCC. These Members will assist with the development and implementation of projects that take place from the streams to the ridge tops. Project types include instream wood loading, bioengineering, exotic removal, tree planting and any other project that can provide benefit to wildlife, particularly salmonids. Members will have the opportunity to work with resource professionals from a variety of agencies, non-profit groups, and private landowners. The Fortuna CCC Members will also work alongside the CCC Corpsmembers and staff. Though diverse, these professionals, Corpsmembers, and Mentors all share the common goal of enhancing the environment in order to increase the fecundity of salmonids in north coast streams.

Site-Specific Training Provided:

Members at this site develop skills in event and project planning. They receive safety training and work side by side with CCC crews on fisheries restoration projects such as planning for and installing large woody debris. Members become familiar with spawning ground surveys, habitat typing, and the Salmonid Restoration Program (SRP) at the CCC. Members will have the opportunity to be chainsaw certified and learn how to use power tools employed in the implementation of restoration projects.

Things to Note:

The CCC Fortuna site is focused on hands-on restoration in the field. An ability to work in an outdoor field setting and excellent computer skills is required. Experience with project implementation, outdoor education, GIS, problem solving and report writing is preferred. This site will require the Member to walk up streams, through the forest, and generally be outdoors in all weather during project development, implementation, and monitoring. A Member who is a creative thinker, gets along well in a diverse environment, and can deal with multiple tasks and goals in short periods of time will be a good fit at this site. The work may require that the Member be able to camp overnight with the CCC crew for up to eight days and work occasional long days to complete work. Those with a reliable vehicle and strong swimming skills are preferred. Typically, the Member at Fortuna CCC works 4/10 hour days per week. This office is located on the campus of the CCC Center in Fortuna and allows for plenty of interaction with CCC staff and Corpsmembers.

WORK HOURS		
8 hour days	10 hour days	10+ hour days
10%	80%	10%

Housing Offered through Site:  
☒ Yes    ☐ No  
(temporary housing at CCC Center may be available)

Vehicle provided for Placement Site work:  
☒ Yes    ☐ No

TYPE OF WORK						
Field Work <i>(e.g.: field surveys, planting, invasive pulls, maintenance, water conservation projects)</i>	Office Work <i>(e.g.: lab analysis, data entry, GIS, report writing)</i>	Commuting <i>(e.g.: travel to field work and project Sites)</i>	Education and Outreach <i>(e.g.: non-WOW! teaching, tabling, citizen science)</i>	Volunteer Recruitment & Management <i>(e.g.: non-WAP volunteer work)</i>	Member Training <i>(e.g.: Site-specific training, conferences, and development opportunities)</i>	Other <i>(e.g.: gear and equipment maintenance)</i>
45%	25%	5%	15%	1%	8%	1%

CALIFORNIA DEPARTMENT OF FISH AND WILDLIFE (CDFW) – COASTAL WATERSHED PLANNING AND ASSESSMENT PROGRAM (CWPAP) AND SOUTHERN HUMBOLDT AND MENDOCINO COUNTIES FISHERIES MANAGEMENT (SH-M)

<b>Physical Address:</b> 1487 Sandy Prairie Ct., Suite A, Fortuna 95540	<b>Organization’s Website:</b> <a href="https://www.wildlife.ca.gov/coastalwatersheds.ca.gov">https://www.wildlife.ca.gov; coastalwatersheds.ca.gov</a>
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**Placement Site’s Organizational Background:**

The Coastal Watershed Planning and Assessment Program (CWPAP) and Southern Humboldt and Mendocino Counties Fisheries Management (SH-M) are California Department of Fish and Wildlife (CDFW) programs conducting fishery-based watershed assessments in Northern California coastal watersheds and salmonid population monitoring in several key northern California watersheds. The mission of the California Department of Fish and Wildlife is to manage California’s diverse fish, wildlife, and plant resources, as well as the habitats upon which they depend, for their ecological values and for their use and enjoyment by the public. The California Department of Fish and Wildlife and the National Oceanic and Atmospheric Administration (NOAA) cooperatively developed the Coastal California Salmonid Monitoring Plan (CMP) to assess population size and trajectory as a measure of progress toward recovery plans, and to fill the gap in natural escapement estimates for fisheries management planning. The foundation of the CMP approach is a systematic study design that allows inference into multi-species population abundance at multiple spatial scales across coastal California. While the current focus species of the CMP is Coho Salmon, there is complete temporal overlap with surveys for Coastal California Chinook Salmon, and estimates of natural escapement are produced for both species simultaneously. CWPAP provides a consistent body of watershed information for use by landowners, stakeholders, and collaborative entities to promote habitat improvements, better land stewardship, and benefits for coastal watersheds, streams, and fisheries. CWPAP has produced watershed assessments for streams such as Redwood Creek (Orick), Mattole River, Lower Eel River, Salt River, Van Duzen River, and South Fork Eel River.

<b>Number of Years as a WSP Placement Site:</b> 9		<b>Number of Member Positions at this Site:</b> 2
<b>Site Supervisor:</b>	<ul style="list-style-type: none"><li>Allan Renger, Senior Environmental Scientist, Supervisor</li></ul>	
<b>Mentor Name(s) and Title(s):</b>	<ul style="list-style-type: none"><li>David Kajtaniak, Environmental Scientist</li><li>Monty Larson, Environmental Scientist</li></ul>	

**Position Description:**

Members begin their term with a general orientation of the areas and streams the site is conducting work in. Depending on the amount of precipitation the area receives and base flows of streams, Members may assist with seasonal habitat typing and/or biological inventories. During the fall and winter, Members conduct spawner surveys on the South Fork of the Eel River. Crews will walk predetermined stream reaches in teams of two looking for salmon, redds, and carcasses. These surveys generally last through January or February if the weather allows and there are still fish to be counted. During late Winter to early Spring, Members participate in local restoration and monitoring projects in the Eel River Estuary (Salt River). During this time Members may have the opportunity to volunteer or work at other local WSP Placement Sites to gain additional professional skills and experience. In late Spring the site collects background information and obtains access permission from private landowners for watershed inventories. Habitat typing surveys normally begin in late May or early June and can continue through the end of term depending on the weather and the survey needs. Crews work in teams of two starting at the mouth of a stream and work upstream collecting data on the quantity and quality of fish habitat. This rigorous work requires crews to work four ten hour days each week and Members are often working in somewhat remote locations requiring them to camp out during this time to make the surveys more efficient. The term ends with a concentration on biological surveys (snorkel surveys or electrofishing) which are done to assess the species present and their distribution in that stream.

**What Makes this Site Unique:**

Members gain invaluable experience in a diverse array of field/biological sampling methodologies in unique, biologically significant locations that other Sites are not able to provide. One of the current Mentors and Site Supervisor are past WSP Members, and dedicated to a supportive professional environment. In the past, this site has been able to provide seasonal employment to WSP Members after the completion of the term of service. Members work in an environment that fosters professional development and opens the door to career advancement.

**Site-Specific Training Provided:**

Members learn different CDFW field work protocols as well as spawning ground survey methods and salmonid stream habitat typing. Members are trained in biological sampling through snorkel dives and electrofishing using methodologies in California Salmonid Stream Habitat Restoration Manual. Members gain skills in GPS, GIS, ATV driving, and data logging. Members typically receive four-wheel off-road vehicle driving and safety training.

**Things to Note:**

This site requires a significant amount of fisheries field work (spawner surveys, trapping, electrofishing, habitat surveys, snorkel surveys, etc.) and travel including overnight stays during the fall/early winter field season and the late spring/summer field season. Members may be required to tent camp and/or stay in rustic field housing during certain times of the year. This site includes extensive hiking over rough terrain and through streams in waders. Members that are flexible, who can work independently as well as in a group setting, are strong swimmers, have some experience driving 4x4 vehicles as well as experience with GIS are preferred. Driving from the office site to field site and back to the office could involve 2-3 hours of driving time.

WORK HOURS			<b>Housing Offered through Site:</b>  <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  <b>Vehicle provided for Placement Site work:</b>  <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8 hour days	10 hour days	10+ hour days	
22%	75%	3%	

TYPE OF WORK						
Field Work <i>(e.g.: field surveys, planting, invasive pulls, maintenance, water conservation projects)</i>	Office Work <i>(e.g.: lab analysis, data entry, GIS, report writing)</i>	Commuting <i>(e.g.: travel to field work and project Sites)</i>	Education and Outreach <i>(e.g.: non-WOW! teaching, tabling, citizen science)</i>	Volunteer Recruitment & Management <i>(e.g.: non-WAP volunteer work)</i>	Member Training <i>(e.g.: Site-specific training, conferences, and development opportunities)</i>	Other <i>(e.g.: gear and equipment maintenance)</i>
60%	15%	10%	5%	0%	5%	5%

RUSSIAN RIVER COHO SALMON MONITORING PROGRAM																											
Physical Address: 600 American Way, Suite 1, Windsor, CA 95492			Organization’s Website: https://caseagrants.ucsd.edu/project/Coho-salmon-monitoring-in-the-russian-river																								
Placement Site’s Organizational Background: The Russian River Salmon and Steelhead Monitoring Program is a collaborative partnership that includes the US Army Corps of Engineers, the National Oceanic and Atmospheric Administration Fisheries Service, the California Department of Fish and Wildlife, the Sonoma County Water Agency, and the University of California Sea Grant Extension Program. Since 2001, program partners have been breeding Coho salmon from local genetic stock at Warm Springs Hatchery and releasing them as juveniles into historic Coho streams in the Russian River watershed with the long-term goal of re-establishing self-sustaining runs of native Coho salmon. These endangered salmon were literally on the brink of extirpation from the basin at the onset of the Coho Program. The Russian River Coho Salmon Monitoring Program’s role in the Coho Program is to monitor wild and program Coho salmon in the stream environment to evaluate the efficacy of the program, and to work with program partners to apply advances in scientific knowledge to its management.																											
Number of Years as a WSP Placement Site: 6			Number of Member Positions at this Site: 2																								
Site Supervisor:		Mariska Obedzinski, California Sea Grant Extension Specialist																									
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Nick Bauer, Fisheries Scientist</li><li>Sarah Nossaman-Pierce, Fisheries Biologist</li></ul>																									
Position Description: Members at the Russian River Salmon and Steelhead Monitoring Program Placement Site conduct year-round salmon and steelhead monitoring studies on the Russian River in Northern California. This includes hiking, climbing, bouldering, bushwhacking, snorkeling, electrofishing, trapping, and conducting reconnaissance surveys on 70+ streams throughout the Russian River watershed in beautiful Sonoma and Mendocino counties. Each winter, crews conduct spawner surveys to document live fish, carcasses, and redds (fish nests) as adult salmon and steelhead return to spawn. Weekly surveys of each creek begin once flows are sufficient to allow entrance of adult salmon into the tributaries and generally run through the middle of April. WSP Members are trained how to identify adult salmonids, redds, and how to properly record data into handheld field computers. In the summer, snorkel surveys are conducted in more than 70 Russian river tributaries to count and estimate juvenile salmonids. These surveys consist of divers snorkeling all pools in a stream reach and counting Coho and other salmonids. In the spring, funnel net and pipe traps are operated on three creeks to monitor the downstream migration of Coho smolts. Captured Coho, Chinook and Steelhead are counted, weighed and measured, scanned for coded-wire and/or PIT tags, surgically implanted with a PIT tag, and sampled for genetics before being released back into the creek. Electrofishing surveys occur in the summer and offer an opportunity to collect data on the size and condition of juvenile salmonids. This site maintains over 20 PIT antennas to monitor fish movement in streams throughout the watershed. This includes continual antenna and battery monitoring to ensure the antennas are in working order. Members at this Site work closely with the Sonoma County Water Agency as part of the Coastal Monitoring Program and also with the Army Corps of Engineers at Warm Springs Fish Hatchery.																											
What makes this Site unique: Members at the Russian River Salmon and Steelhead Monitoring Program Site are encouraged to follow their interests as they pertain to the program. Members gain valuable experience working with cutting-edge fisheries technologies including PIT technology, solar power setups, handheld field computers, and advanced field survey protocols and techniques. Many opportunities exist for Members to work in the field and/or take on more data managements and organization projects depending on interests. This Site also provides the opportunity for Members to work with a diverse group of environmental professionals including California Department of Fish and Wildlife, NOAA Fisheries, USFWS, Sonoma County Water Agency, Trout Unlimited, and the US Army Corps of Engineers. RRSSMP currently employs five WSP alumni in permanent positions and has worked with several more in the past.																											
Site-Specific Training Provided: Members placed with the Russian River Salmon and Steelhead Monitoring Program are trained in habitat typing and species identification. Members become familiar with spawning ground surveys, water quality sampling, and backpack electrofishing. They are also trained in field, office, and safety protocols. Members are trained in snorkeling techniques, juvenile fish identification, and how to properly record data in field computers. Mentors at this Site strongly encourage Members to present data at professional conferences and workshops and arrange for Members to participate in appropriate trainings.																											
Things to Note: Members should expect a fast-paced environment with a majority of time in the field with the expectation to work weekends as needed. Flexibility and reliability are key at this site. Members who are very physically fit have greater success at this site. It is recommended for Members to have a personal car and be a strong swimmer. Members who have a solid interest and/or background in fisheries and are excited to learn, thrive at this site. Sonoma County can be an expensive place to find housing, and members should consider seeking housing with roommates in nearby communities.																											
<table><tr><th colspan="3">WORK HOURS</th></tr><tr><th>8 hour days</th><th>10 hour days</th><th>10+ hour days</th></tr><tr><td>75%</td><td>15%</td><td>10%</td></tr></table>			WORK HOURS			8 hour days	10 hour days	10+ hour days	75%	15%	10%	<table><tr><td>Housing Offered through Site: <input type="checkbox"/> Yes   <input checked="" type="checkbox"/> No</td></tr><tr><td>Vehicle provided for Placement Site work: <input checked="" type="checkbox"/> Yes   <input type="checkbox"/> No</td></tr></table>				Housing Offered through Site: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Vehicle provided for Placement Site work: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No										
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NORTH COAST REGIONAL WATER QUALITY CONTROL BOARD																											
Physical Address: 5550 Skylane Blvd, Ste A, Santa Rosa, CA 95403			Organization's Website: https://www.waterboards.ca.gov/northcoast/																								
Placement Site's Organizational Background: NCRWQCB is a water quality regulatory agency under the umbrella of the State Water Resources Control Board. NCRWQCB is responsible for regulating water quality in the North Coast Region, which includes coastal draining streams from the Russian River to the Oregon border; these streams contain the largest remaining populations of Coho and Chinook salmon in California. NCRWQCB contributes to the preservation and enhancement of aquatic life in North Coast waterbodies through many actions. These actions include: supporting local watershed restoration activities; water quality monitoring to support compliance, enforcement, and adaptive management processes; issuing permits that reduce pollution; enforcing water quality violations; and updating regulations via amendments to the California Water Code. NCRWQCB also participates in many regional and state-wide working groups that seek to synergize and coordinate efforts towards watershed protection and enhancement. The NCRWQCB is a leader in implementing the Watershed Stewardship Approach which involves building partnerships with other resource agencies to expand the pace and scale of watershed restoration activities in north coast salmon bearing watersheds.																											
Number of Years as a WSP Placement Site: 5			Number of Member Positions at this Site: 2																								
Site Supervisor:		Alydda Mangelsdorf, Planning and Stewardship Division Chief																									
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Clayton Creager, Watershed Stewardship Coordinator</li><li>Bryan McFadin, Flow and Riparian Protection Specialist</li></ul>																									
Position Description: The following Mentor-led projects have been identified for Members to select from: Project 1: Complete a cycle of tasks for the NCRWQCB's Watershed Stewardship Program in one of our eligible watersheds (i.e., Elk, Shasta, Scott, Klamath, Laguna, Russian). Project 1 includes the following tasks: conduct outreach to organize watershed stewardship partnership meetings; acquire watershed/water quality data from participants; conduct an assessment to support a development of a restoration project; complete a restoration recommendations memorandum; providing a presentation of findings at a partnership meeting; and design a web publication of their findings for use on the appropriate watershed stewardship website (e.g., www.kbmp.net). Project 2: Hydrologic Characterization Study. Receive on-the-job training; install stream gages and associated infrastructure; survey elevations of gages and channel features; collect streamflow measurements and download data loggers; develop stage-discharge relationships; and prepare a report documenting flow conditions at the gaged sites. Project 3: Develop and execute landscape-scale assessment to support basin planning projects, which include increasing protections for high-quality anadromous watersheds and climate change adaptation. Members will learn to perform scientific literature review; adapt/implement mathematical algorithms; write computer code; and develop web applications. Beyond the listed projects, the NCRWQCB likes to offer a range of projects and activities that allows Members to fulfill their personal objectives.																											
What makes this Site unique: NCRWQCB is a unique placement site primarily due to (1) the breadth of activities the organization performs and (2) the scale at which the organization operates. While we would have defined projects that Members may attach their name to, the option for a Member to pursue their own interest generates an invaluable skillset: self-advocation, networking, and project management. The scale of the organization's jurisdiction likely encompasses all other placement sites north of the San Francisco Bay Area. By traveling throughout the region, Members will be able to gain a broad understanding of issues facing –all– anadromous watersheds in the North Coast Region. Members will have the opportunity to think on a larger scale and understand the complex interactions between the natural and human environments, the latter of which comprise individuals, communities, organizations, and political structures. Additionally, Members will have exposure to the processes that lead to regulation and policy that may guide activities of WSP members in other Placement Sites in the North Coast Region. Policies in current development are: in-stream flow criteria; technical TMDL development; and climate change adaptation policy. The NCRWQCB has several field programs that use various inspection procedures. As an enrichment activity NCRWQCB WSP Members will be provided the opportunity to participate on inspection teams to become familiar with the basics of: timber harvest inspections; stormwater inspections; farm, ranch and dairy inspections; among others, to identify threats to water quality and fish resources.																											
Site-Specific Training Provided: The Water Boards have a Training Academy and these training courses are available to Members; such courses feature topics related to Environmental Statistics, Professional Writing, Environmental Chemistry, and Water Quality Standards (and related regulations), among others. Due to the analysis-heavy environment, Members will learn or improve skills related to: GIS and other spatial analyses (primarily using ESRI ArcGIS, but coding and open-source GIS software are also available); computational modeling of watershed processes; machine learning; other statistical techniques; and the use of open-source programming languages such as R and Python																											
Things to Note: This site is heavily office based compared to many of the other sites. Members at this site should expect to spend most of their time using GIS, analyzing data, and writing technical reports. This site is looking for Members with previous experience in GIS, data analysis software such as R and Python, and have some knowledge of water quality science.																											
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POINT REYES NATIONAL SEASHORE																											
Physical Address: 1 Bear Valley Road, Point Reyes Station, CA 94956				Organization's Website: http://www.nps.gov/pore/index.htm																							
<b>Placement Site's Organizational Background:</b> Point Reyes National Seashore (PRNS) has undertaken an ambitious, multi-decade long program to maintain and enhance endangered coho and steelhead populations within the watersheds managed by the National Parks Service (NPS) in the San Francisco Bay Area. This monitoring program maintains over twenty years of trend data to determine the success of restoration activities and is used as a life cycle monitoring station. The Coho and Steelhead Monitoring Program (CSMP), first formed in 1997 by local community members and park staff, received state funding in 2001 to further develop the program and expand it to incorporate Golden Gate National Recreation Area. In 2004, the CSMP became part of the San Francisco Bay Area Network Inventory and Monitoring Program and received long-term NPS funding for monitoring. The CSMP continues to explore new monitoring techniques, including passive integrated transponder (PIT) tags and Dual Frequency Identification Sonar (DIDSON) technology. Since 2003, many restoration activities within the park have been completed by Stream Team, a volunteer based restoration group managed by WSP Members, with activities including fish passage improvement, riparian fencing, creation of overwinter habitat, and wetland restoration. The long-term monitoring program and restoration activities are supported by over 1800 hours of local volunteer labor annually.																											
Number of Years as a WSP Placement Site: 7				Number of Member Positions at this Site: 2																							
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Michael Reichmuth, Fishery Biologist</li><li>Brentley McNeill, Fisheries Crew Leader</li></ul>																									
<b>Position Description:</b> The work performed by WSP Members will be primarily focused on helping staff meet objectives of the salmonid monitoring program located within the San Francisco Bay Area Network (SFAN) of the National Park Service (NPS). Site duties will include spawner surveys, PIT tagging, DIDSON monitoring, smolt surveys, summer juvenile surveys, summer habitat surveys, winter habitat surveys, and data entry and processing. In addition to these tasks, Members will provide assistance to the SFAN water quality and range programs. Members will receive training prior to each field season. Before starting an assigned task, each Member will be required to read the appropriate standard operating procedure supplied by the Site Supervisor and become familiar with the goals and methods of the CDFW CMP. Once Members have completed literature review, they will receive a field tutorial by either the Site Supervisor or Mentor. Members will work alongside both paid program staff and volunteers to complete monitoring activities. Members will work with NPS personnel to plan restoration projects, and receive training and support as necessary to complete the projects. All NPS safety trainings are also made available to Members. Members are encouraged to pursue other areas of interest and volunteer opportunities (previous experiences include California red-legged frog surveys, northern spotted owl surveys, elephant seal surveys, and Tule elk surveys). As a unit of NPS, PRNS offers Members the chance to collaborate with many highly qualified professionals and natural resource scientists. Due to this site's proximity to other WSP Placement Sites, Members may have access to valuable training opportunities hosted by other agencies. If possible and depending on individual Member career goals, attendance may be granted to local committee meetings, conferences, and training events.																											
<b>What Makes this Site Unique:</b> Point Reyes National Seashore (PRNS) provides a unique opportunity for WSP Members to both work in a designated wilderness and one of the largest urban interfaces in California. The proximity of PRNS to the city of San Francisco allows Members to experience both the rewards and challenges of being so close to a large culturally diverse population. Since the mission of the National Park Service (NPS) is to preserve the natural resources for future generations, Members are exposed to a variety of natural resource-based monitoring and restoration projects. PRNS can provide professional staff support on a range of topics including but not limited to: education, outreach, cultural resources, wildlife biology, vegetation management, water quality, and rangeland management. Members placed at PRNS have the opportunity to utilize the variety of resources and professionals available for expanding their skillset and building on current knowledge and interests. It is anticipated that PRNS will continue to provide low-cost housing. Although PRNS is unable to commit to providing housing, NPS housing is often available from October through May before seasonal fire and trail crews are hired. WSP Members have been able to secure NPS housing for the entire service year for the past 7 years. Park housing consists of shared homes with occupants receiving one bedroom, shared or private bathroom, shared living quarters and included utilities. Internet service is not provided but can be activated by the members. Housing costs vary depending on the unit but generally range from \$500 to \$800 per month. Given the current stipend amount provided to WSP, the low-cost housing options provided by PRNS increases Member wellness during the service year by decreasing the financial hardship of paying market rent within the San Francisco Bay Area.																											
<b>Site-Specific Training Provided:</b> Members placed at PRNS learn about the natural ecological processes and effects of the urban/wilderness interface through direct observation. They develop skills in spawning surveys, smolt trappings, PIT tagging, and antenna maintenance. Members have access to all NPS safety trainings such as Operational Leadership training, Globally Harmonized System for Hazard Communication, and defensive driving. Members also receive training in the use of NPS radios, satellite GPS messengers, and electronic data collection devices. Before leading a restoration event, members will receive training in habitat restoration techniques from park staff.																											
<b>Things to Note:</b> Members at this site should be available to work weekends and must have a personal vehicle. The housing provided at this Placement Site can be a 45-minute commute from the main office and may cost over \$500/month. Members will spend a considerable amount of time on fisheries work which involves lifting and carrying gear weighing up to 50 lbs. and hiking off-trail on uneven and slippery terrain for distances up to 5 miles during a work day.																											
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# Region II

MARIN MUNICIPAL WATER DISTRICT FISHERIES PROGRAM																											
Physical Address: 49 Sky Oaks Road, Fairfax, CA 94930			Organization's Website: www.marinwater.org																								
<b>Placement Site's Organizational Background:</b> <p>The Marin Municipal Water District (MMWD) is the oldest water district in California, chartered in 1912. The MMWD Fishery Program, created in 1996, is focused on conserving the native and endangered aquatic species of Lagunitas Creek, including one of the largest and most stable wild populations of Coho Salmon in Central California, steelhead, Chinook and Chum Salmon, and other endangered, threatened, and special status species. MMWD conducts annual salmonid population monitoring surveys and has installed nearly 60 large woody debris structures in Lagunitas Creek, reduced erosion throughout the watershed, and has received over \$1.5 million in grants for floodplain and coho winter habitat restoration. MMWD's Volunteer program organizes community outreach projects geared towards coastal watershed protection, including habitat restoration and citizen monitoring of aquatic species. The Fishery Program consists of two full-time biologists, in collaboration with other natural resource professionals, working out of MMWD's Sky Oaks Watershed Headquarters. This satellite office is the hub of the District's watershed management activities for over 40 staff working under the District's Fisheries, Vegetation, Protection (Rangers), Volunteer, and Watershed Maintenance programs. Watershed Management is at the core of the District's Mission Statement, which states "It is the purpose of the Marin Municipal Water District to manage our natural resources in a sustainable manner and to provide our customers with reliable, high-quality water at a reasonable price."</p>																											
Number of Years as a WSP Placement Site: 8			Number of Member Positions at this Site: 2																								
Mentor Name(s) and Title(s):	<ul style="list-style-type: none"><li>Gregory Andrew, Fishery Program Manager</li><li>Eric Ettlinger, Aquatic Ecologist</li><li>Suzanne Whelan, Volunteer Coordinator</li></ul>																										
<b>Position Description:</b> <p>WSP Members participate in the full range of salmonid life-cycle monitoring, including spawner surveys, electrofishing, snorkeling, and smolt trapping, as well as assisting in the operation and maintenance of a PIT tag antenna. These monitoring surveys will give WSP Members experience with all freshwater life stages of salmonids. The WSP Members will also be responsible for monitoring the effectiveness of woody debris enhancement projects by snorkeling the wood structures and by mapping stream depths around the structures. At the outset of every monitoring survey the WSP Members will be trained by their Mentors and Site Supervisor on safety, equipment, survey protocols, data entry, and data analysis. WSP Members will also be encouraged to collaborate with their fellow WSP Members in the Bay Area region, participating in other Members' watershed recovery projects, Watershed Awareness Projects, and welcoming others to participate in their own monitoring surveys. Members are also responsible for managing one of two citizen science efforts – the Frog Docent and Turtle Observer programs – aimed at conserving declining populations of foothill yellow legged frogs and western pond turtles. Training and professional development opportunities for Members includes attending conferences, workshops, and Tecnincal Advisory Committee meetings, as well as training with 4WD, ATVs, and chainsaws. Finally, Members will have the opportunity to assist other work groups at the Sky Oaks Watershed Headquarters, performing tasks such as wildlife camera surveys, terrestrial habitat restoration, rare plant mapping, and invasive species control.</p>																											
<b>What Makes this Site Unique:</b> <p>The MMWD Fisheries Program is a recognized leader in salmon conservation and offers WSP Members an outstanding, career-building experience in fisheries biology and watershed/natural resource management. This site is heavy on field work, and Members can expect full days of juvenile surveys, adult spawner surveys, smolt trapping, and habitat enhancement effectiveness monitoring. Members will have the opportunity to work with abundant and diverse salmonid populations (five species in some years) as well as other species (native and special status frogs, turtles, and freshwater shrimp). The federal, state, and water district park land on which WSP Members work have been collectively identified by the United Nations Educational, Scientific, and Cultural Organization (UNESCO) as the Golden Gate Biosphere Reserve, a designation reserved for biological hotspots like the Amazon rainforest. As a fishery program within a municipal water supply agency, WSP Members are exposed to the unique challenges of managing open space for clean water, recreation, fire protection, and wildlife habitat. WSP Members are welcomed into MMWD as part of a community of about 40 watershed staff and 230 district staff, participating in monthly watershed meetings and quarterly district recognition events. We are also able to assist WSP financially to help ensure Members can attend conferences and other trainings - an important aspect of career building. Past Members have reviewed their Mentors as being knowledgeable, friendly, and easily accessible.</p>																											
<b>Site-Specific Training Provided:</b> <p>Members placed at this site learn different spawning ground survey methods and salmonid stream habitat typing. They learn the importance of data compilation and reporting and are trained in biological sampling through snorkel dives and electrofishing from experienced Water District employees.</p>																											
<b>Things to Note:</b> <p>While it's a great place to live, the San Francisco Bay Area is expensive. Previous Members have avoided the most expensive rents through shared housing, by living in the East Bay, or by being local to this area. The location of the MMWD office offers great views of Mount Tamalpias. Members will spend a considerable amount of time on fisheries work, analyzing data, writing technical reports, and using GIS. Members at this site should have a personal vehicle, to get to the office, and should be available to work weekends. Members with experience in GIS, fish or wildlife surveys, writing, and public speaking are preferred.</p>																											
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U.S. FISH AND WILDLIFE SERVICE, LODI																											
Physical Address: 850 S. Guild Avenue, #105, Lodi, CA 95240				Organization’s Website: https://www.fws.gov/lo di/																							
<b>Placement Site’s Organizational Background:</b> The Lodi U.S. Fish and Wildlife Office (LFWO) is a part of the U.S. Fish and Wildlife Service’s Fisheries and Aquatic Conservation Program of the Pacific Southwest Region. The LFWO leads four programs involving the fish and wildlife resources of the Pacific Southwest Region. The programs include, 1) the long-term monitoring and research of fishes (emphasis on ESA endangered and threatened species) of the Sacramento/San Joaquin Delta as part of the Interagency Ecological Program, 2) efforts to double the natural production of anadromous fish in the Central Valley of California, 3) efforts to restore spring-run Chinook Salmon to the San Joaquin River as part of the San Joaquin River Restoration Program and 4) the prevention and management of non-native invasive species introductions in the Pacific Southwest region. This work includes significant field work on boats and by vehicle in all weather conditions, fish identification in the field, fish sorting and identification in the lab, daily reporting of critical fish captures, data entry and summarization, report writing, and production of peer reviewed publications. In addition, the LFWO works with partners to fund habitat restoration projects and important scientific endeavors. The LFWO is part of the Interagency Ecological Program comprised of nine federal and state agencies. Coordination with external and internal partners is a critical part of our work.																											
Number of Years as a WSP Placement Site: First Year				Number of Member Positions at this Site: 2																							
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>• Baker Holden III, Deputy Project Leader</li><li>• Adam Nanninga, Supervisory Fish Biologist</li><li>• Catherine Johnston, Supervisory Fish Biologist</li><li>• Stephanie Durkacz, Fish Biologist</li></ul>																									
<b>Position Description:</b> At this site, WSP Members will gain experience in traditional field work as well as novel and experimental fisheries sampling techniques. Members will work primarily in estuarine waters of the Sacramento/San Joaquin Delta and its tributaries. Some of the sampling approaches Members will learn at this site include midwater trawling, Kodiak trawling, plankton towing, beach seining, weir sampling, acoustic tagging, emergence trapping, and more. Field work will sometimes include early hours and work in adverse weather conditions. The proper identification of all fish species encountered in sampling is a requirement of this job and thorough fish identification training is included. Members will also participate in lab work which includes the removal of coded-wire-tags from juvenile Chinook Salmon, larval fish identification, and sample processing. Members at this site will also do office work including the entry and editing of fisheries data and data summarization.																											
<b>What Makes this Site Unique:</b> LFWO offers a unique variety of experiences gained from their fisheries sampling programs. From trawling, seining, and cutting edge scientific studies as part of the Interagency Ecological Program, to working on salmonid recovery in one of the nation’s most ambitious restoration programs on the San Joaquin River, the LFWO gives much of the basic building blocks of a fisheries biologist career. Members at this site will begin their work day at 6am in order to beat the heat/winds that are common in this part of California. They will join 35 USFW field technicians in their daily fieldwork, which will vary depending on the WSP Member’s interests and experience. This is the first year LFWO will host WSP Members.																											
<b>Site-Specific Training Provided:</b> Members placed at this site receive thorough safety training specific to vessel and sampling gears. The training includes job hazard analysis and how to calculate safety risk using the National Department of Response GAR model. Members also receive training on field and lab protocols, larval fish identification, juvenile fish identification, data storage, entry and quality control. Sampling locations and field protocols will be explained through on the job training at specific locations by field crew. Members will gain an appreciation of the mission of the Fisheries and Aquatic Conservation Program of the U.S. Fish and Wildlife Service.																											
<b>Things to Note:</b> Members at this site must be available to work weekends and will spend a considerable amount of time on fisheries work, which may include spawner surveys, trapping, electrofishing, migrant trapping, habitat surveys, weir operation, snorkel surveys, PIT tag antennae operations, etc. Members must be strong swimmers and willing to work on boats often. Some overnight travel may be required, personal reimbursement for site travel will be reimbursed by the LFWO.																											
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SAN FRANCISCO BAY REGIONAL WATER QUALITY CONTROL BOARD																											
Physical Address: 1515 Clay Street, Suite 1400, Oakland, CA 94612				Organization’s Website: http://www.waterboards.ca.gov/sanfranciscobay/																							
Placement Site’s Organizational Background: The State Water Resources Control Board (Water Board) was created in 1967 to manage water rights and water quality in California. The Water Board has regulatory authority to preserve, enhance, and restore the quality of California’s water for the protection of the environment, the public, and for the benefit of future generations. There are nine Regional Water Quality Control Boards that regulate their respective local water quality issues. WSP Members will be working primarily with the Watershed Division and the Planning Division. The Watershed Division regulates streams and wetlands, stormwater runoff from construction and industrial sites, and waste discharges to land. The Planning Division is responsible for identifying impaired water bodies and developing and implementing Total Maximum Daily Loads (TMDLs) that restore these waterbodies by examining the water quality problems, identifying sources of pollutants, and specifying actions that create solutions. This division also houses the Surface Water Ambient Monitoring Program (SWAMP), which provides standardized water quality data for policy and management decisions to protect California’s surface waters																											
Number of Years as a WSP Placement Site: 7				Number of Member Positions at this Site: 2																							
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Kevin Lunde, Senior Environmental Scientist</li><li>Kristina Yoshida, Environmental Scientist</li><li>Tahsa Sturgis, Water Resource Control Engineer</li><li>Rebecca Nordenholt, Environmental Scientist</li></ul>																									
Position Description: WSP Members placed at this site will actively participate in a diverse array of watershed-related activities. Members will primarily work with the Watershed Division at our office in downtown Oakland, where they will work closely with Mentors to identify and evaluate previously constructed bank stabilization designs along salmonid streams throughout the San Francisco Bay area. WSP Members will be trained by Mentors to evaluate these bank stabilization designs’ overall performance through field work including using spatial analysis, conducting cross-section and longitudinal surveys, measuring bankfull channel width, measuring localized scour, identifying channel and habitat types, identifying riparian vegetation and canopy cover, and summarizing their findings in reports. WSP Members will also work closely with Mentors in the Planning Division to plan and implement water quality and stream assessment programs in urban and rural streams (e.g., pathogen and nutrient monitoring). During the fall, WSP Members have the opportunity to work with Water Board partners on bank stabilization projects and spawning surveys. In the spring and summer, WSP Members will conduct fine sediment assessments in salmonid streams, large woody debris surveys (tentative), and deploy continuous monitoring devices to monitor dissolved oxygen and temperature. WSP Members will work with staff ecologists and engineers to co-facilitate educational workshops to various NGOs, government agencies, and community groups around the region. Workshops focus on how to protect streams, enhance fish habitat, use soil bioengineering for bank stabilization, and to protect private property from flooding and erosion. Members can also identify projects within the Water Board where they want to gain experience, such as water quality regulatory procedures, GIS mapping, restoration assessments, and data and spatial analyses on multi-year data.																											
What Makes this Site Unique: The Water Board provides Members with rewarding and diverse experiences that serve to protect urban and rural watersheds while contributing to Members’ professional development. The range of job duties at this site is broad so Members learn a wide variety of skills for future job possibilities in government, NGO, and consulting sectors. Members get hands on training and experience by collecting a wide range of field data, including qualitative and quantitative stream habitat data, nutrients, heavy metals, pathogens, flow, and long-term deployments (e.g., temperature, dissolved oxygen). WSP Members collaborate with Water Board staff on office projects that are aligned with their personal interests and career goals. As such, most Members have found their next job through contacts made working at the Water Board. The Water Board is also unique in that Members can partake in multiple regional and statewide training courses to further their professional development (e.g., GIS skills, water quality policy, scientific writing, leadership skills, and biological assessment methods).																											
Site-Specific Training Provided: A key goal of the Water Board is to provide WSP Members with many useful training opportunities to help develop their career plans. Members attend monthly Water Board trainings, covering topics such as storm water chemistry and spatial resources for water planning. Members are also able to attend trainings through the Water Board Training Academy, such as GIS courses, scientific writing, effective communication, environmental impact and permitting, and bioassessment. Members also have a lot of one-on-one training with the Mentors and other staff at the Water Board to gain knowledge and skills on a wide variety of water quality, stream restoration, stream physical habitat, and stream biological factors.																											
Things to Note: This site is located in the San Francisco Bay Area, a very expensive (yet exciting!) part of California. Members should seek housing with roommates in nearby communities and assess their financial ability to live in this area. Members will spend a considerable amount of their time monitoring stream flow and water quality. They will also spend a significant amount of time planning restoration projects, using GIS, and analyzing data and writing technical reports. Applicants must be willing to work occasional weekends. Applicants with data entry and analysis, stream habitat sampling, water quality sampling, plant identification and GIS experience are preferred but not required.																											
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GRASSROOTS ECOLOGY															
Physical Address: 3921 East Bayshore Road, Palo Alto, CA 94303				Organization’s Website: www.grassrootsecology.org											
<b>Placement Site’s Organizational Background:</b> <p>Grassroots Ecology is a nonprofit organization whose mission is to involve, educate, and inspire the public to create healthy ecosystems in our urban communities, natural lands, and waters. The Grassroots Ecology team engages 12,000 people annually in the Silicon Valley area through habitat restoration events, community science projects, rain barrel and rain garden installations, trash pickups, field trips, classroom programs, workshops, interpretive hikes, and special community events. Volunteers work alongside experienced ecologists to carry out effective, science-based stewardship projects that make a tangible difference in the health of local habitats. Programs connect students to local habitats and encourage behavior which helps keep those habitats healthy. The workshops, interpretive hikes, and online resources encourage the general public to learn more about natural systems and how they can work with nature in their own home and yard.</p>															
Number of Years as a WSP Placement Site: 7				Number of Member Positions at this Site: 2											
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Jeremy Merckling, Urban Watershed Manager</li><li>Kristen Williams, Habitat Restoration Director</li><li>Shelley Pneh, Ecologist II</li></ul>													
<b>Position Description:</b> <p>Both members will be placed at the urban watershed sites (San Francisquito and Stevens Creek) where they will assist with environmental stewardship and education projects including but not limited to: habitat enhancement projects (e.g. native plant installation, invasive weed removal, seeding, willow staking), hands-on creek field trips, community science investigations, green stormwater infrastructure installation and maintenance, community outreach events (e.g. World Water Monitoring Day), and high school youth stewards and college interns programs.</p> <p>Both members will work with volunteers of all ages, gain skills in volunteer management and outreach development. They will participate in monthly staff meetings and quarterly Watershed Forum, and have the opportunity to take part in in-house trainings as well as trainings offered by others (e.g. California Naturalists, CNPS, Cal IPC etc).</p>															
<b>What Makes this Site Unique:</b> <p>As an environmental non-profit organization Grassroots Ecology has a different culture from other WSP Placement Sites. This site offers WSP Members flexibility in the work experience. WSP Members will take on a leadership role in community-based projects and will gain a solid skill set in working with the community members of all ages, which will be valuable in their careers as environmental professionals. Grassroots Ecology has an informal, collaborative, and supportive culture which encourages all staff members to take part in decision-making and come up with new ways to approach challenges. The proximity to other WSP Placement Sites allows our Members to collaborate and site share with other Members to broaden their experience in the natural resources field. In addition, the location within a heavily populated area provides extensive outreach and exposure opportunities for the Members placed here. Grassroots Ecology staff members are very enthusiastic about the natural world and possess a wide range of knowledge and skills they can share with the Members and have a lot of fun with their work!</p>															
<b>Site-Specific Training Provided:</b> <p>Members work closely with experts in botany, restoration, creek ecology, and environmental education. Members learn extensively about the following: native and nonnative plant identification, plant propagation, physical habitat measurements in streams, targeted riffle BMI sampling protocols, BMI identification, environmental education and restoration techniques, water quality monitoring, and public engagement. They also have access to environmental and watershed related events and conferences at Stanford University.</p>															
<b>Things to Note:</b> <p>This site is located in a very expensive part of California known as the Silicon Valley. Members should seek housing with roommates in nearby communities. Members should have a personal vehicle and be available to work weekends. Members should enjoy working outdoors, enjoy working with youth and have a willingness to learn.</p>															
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60%	10%	5%	5%	10%	5%	5%									

NOAA FISHERIES – SOUTHWEST FISHERIES SCIENCE CENTER																											
Physical Address: 110 McAllister Way, Santa Cruz, CA 95060			Organization’s Website: http://swfsc.noaa.gov/FED/																								
<b>Placement Site’s Organizational Background:</b> <p>NOAA Fisheries is responsible for the management, conservation, and protection of living marine resources within the United States Exclusive Economic Zone. The Southwest Fisheries Science Center plays a supportive and advisory role in the management of living marine resources in coastal areas under state jurisdiction, provides scientific and policy leadership in the international arena, and implements internationally agreed conservation and management measures. As an agency, NOAA Fisheries supports six regional Science Centers around the country to provide scientific information to support management and conservation of protected species. The WSP Members will be located at the Fisheries Ecology Division of the Southwest Fisheries Science Center (SWFSC) in Santa Cruz, California. The SWFSC Santa Cruz laboratory is widely recognized for leadership and innovation on issues related to the conservation of anadromous Pacific salmon populations in California and beyond. The Santa Cruz laboratory is especially active in Coho Salmon-bearing watersheds south of San Francisco Bay and WSP Members will join a research team working to assess the status of Coho Salmon in the Santa Cruz Mountains region and the efficacy of ongoing recovery actions.</p>																											
Number of Years as a WSP Placement Site: 7			Number of Member Positions at this Site: 2																								
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Joseph Kiernan, Research Ecologist</li><li>Rosalea Bond, Assistant Specialist II</li><li>Cynthia Kern, Coastal Salmonid Ecologist</li></ul>																									
<b>Position Description:</b> <p>WSP Members will be engaged in assisting SWFSC in biological and effectiveness monitoring of salmonids in local coastal watersheds, primarily focused on Scott Creek and San Vicente Creek in Santa Cruz County. Site Mentors will direct and coordinate Members’ efforts for biological monitoring including PIT and CWT tagging of coho broodstock and hatchery smolts, adult escapement, spawner and snorkel surveys, and juvenile rearing abundance and distribution in priority recovery watersheds. Most tasks require a three or more person field crew and WSP Members will be working alongside NOAA staff on various projects. Additional focal watersheds (those where research is currently ongoing) will include Soquel Creek, Waddell Creek, and the San Lorenzo River.</p>																											
<b>What Makes this Site Unique:</b> <p>This Placement Site provides a diversity of professional and educational experiences for Members interested in fisheries conservation and management. Research conducted at this facility employs cutting-edge technology to quantify status and trends of threatened and endangered salmonids and also the ecosystems on which they depend. There is an emphasis on field work/data collection at this site and Members can expect to gain firsthand experience in all elements of the scientific method. This site also provides access to multiple seminars focused on resource conservation and management, highlighting the most recent salmonid research.</p>																											
<b>Site-Specific Training Provided:</b> <p>Member training at this site includes, spawning ground surveys, habitat typing, weir and smolt trap monitoring, PIT and CWT tagging, and snorkel and electrofishing surveys. Members are exposed to state-of-the-art fisheries techniques and technologies, and gain experience in many aspects of riverine and estuarine ecology. All Members are trained to perform a variety of field methods, fish handling techniques, field data collection, and gear maintenance.</p>																											
<b>Things to Note:</b> <p>This site provides an opportunity to work with a well-known fisheries group, and become accustomed to working with a Federal agency. The site is located in an expensive part of California and Members placed here should seek housing with roommates in and around Santa Cruz. Members will spend a considerable amount of time on Fisheries work. Members should be available to work weekends, have a great attitude, willing to work in a flexible and changing environment and be comfortable working in and around water.</p>																											
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CENTRAL COAST WETLANDS GROUP																											
Physical Address: 8272 Moss Landing Rd, Moss Landing, CA 95039			Organization’s Website: http://www.centralcoastwetlands.org/																								
Placement Site’s Organizational Background: The Central Coast Wetlands Group (CCWG) is an affiliate research group at the Moss Landing Marine Laboratories, established in 2006, focused on the study, preservation, and restoration of Central Coast Wetlands. State and federal governments have adopted the "No Net Loss" policy for wetlands, but currently have few mechanisms to track the implementation of this policy. CCWG has begun to build the necessary infrastructure, working closely with regional partners spread throughout the Central Coast. CCWG is a small research group composed of four full time staff and four part time staff. Recent accomplishments include the development of the California Rapid Assessment Method for multiple wetland types throughout California, development of the Greater Monterey County Integrated Regional Water Management Plan, completion of a Sea Level Rise Vulnerability Analysis for the Monterey Bay Coastline, restoration of multiple tidal and freshwater wetlands around the Moro Cojo Slough watershed, restoration of several portions of Santa Rita Creek in Salinas, and creation of water quality treatment wetlands near the town of Castroville, CA. CCWG will be partnering with the County of Santa Cruz Environmental Health Agency as well as the Santa Cruz County Resource Conservation District for Year 26. The work with these two organizations will focus on riparian monitoring, assessment and restoration in the watersheds of Santa Cruz County.																											
Number of Years as a WSP Placement Site: 5				Number of Member Positions at this Site: 2																							
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Ross Clark, Director with CCWG</li><li>Kevin O’Connor, Program Manager with CCWG</li><li>Lisa Lurie, Director with the RCDSCC</li><li>Cara Clark, Wetland Scientist with CCWG</li><li>Kristen Kittleson, Resource Planner with the County of Santa Cruz</li></ul>																									
Position Description: The monitoring, data collection, and assessment that Members contribute will aid the CCWG, the County of Santa Cruz, the RCDSCC, and the Central Coast Water Board in understanding where watershed riparian habitat is in need of restoration, regulatory action, and protection. Data collection will include assessment of canopy cover, presence of invasive species, characterization of riparian complexity, and other vegetative measures. Members will collect weekly data needed to assess riparian health in multiple waterways of the Central Coast, with a focus on the San Lorenzo River and the Salinas River. Members will be asked to assist in other Santa Cruz County, RCDSCC, and CCWG projects including: public outreach on the benefits of riparian habitat and large stream wood, public planting days, in-class activities with students, and riparian and wetland restoration efforts. Restoration activities will include: invasive plant removal, riparian and wetland revegetation, and erosion control/sediment reduction. Members will spend some time accompanying the County’s Fishery Resource Planner in fieldwork related to the County’s Stream Wood Program and other projects that involve stream site assessments. While working with the County and the RCD, Members will implement small riparian enhancement projects on private property: work could include non-native plant removal, preparing sites for planting, installing native plants, and follow-up maintenance. Members will be periodically asked to sit in on technical advisory committees or other technical groups discussing related issues. Over the past couple of years CCWG been working closely with the North Monterey County Unified School District in writing grants to conduct wetland and upland habitat restoration around their schools, and developing in-class curriculum on watershed health and restoration. Additionally, CCWG works closely with CSU Monterey Bay’s Return of the Natives Educational Outreach Program as well as Watsonville Wetlands Watch.																											
What Makes this Site Unique: This Placement Site is in an academically stimulating environment, in a beautiful location, working with people who are passionate about protecting and assessing local wetlands. The projects at this site provide a balance of opportunities, including field skills, map reading and navigation, database use, and GIS applications. The field work will take place in the coastal streams and rivers of Santa Cruz, San Benito, and Monterey Counties, as well as parts of adjacent counties, which provide beautiful habitat for Steelhead Trout. The work will provide an important contribution to the overall understanding of riparian health in the Central Coast, and data will be used in a state-of-the-art web-based report card posted by the Regional Water Quality Control Board, where stream corridors are colored according to their health. Restoration sites are located in a variety of habitats (brackish marsh, freshwater wetlands, dunes, and uplands), providing the WSP Members with a wide set of restoration experience and skills. Additionally, WSP Members will have the opportunity to interact with a broad diversity of partner agencies, landowners, and other stakeholders, offering rich opportunities for networking and professional development.																											
Site-Specific Training Provided: Member trainings at this site may include California Rapid Assessment Method (CRAM), Riparian RAM, bio-assessment, grant writing, lab assessments, etc.																											
Things to Note: This site is located in an expensive part of California and Members placed here should seek housing with roommates. Members will spend a considerable amount of time monitoring stream flow, testing water quality, and implementing riparian restoration projects. Members that are available to work weekends perform best at this site. Members are required to have a reliable personal vehicle and experience in stream/wetland monitoring. Members that have experience with habitat restoration, native plants, and GIS are preferred. Members will spend 50% of their time with CCWG, 40% with the County of Santa Cruz, and 10% with RCDSCC.																											
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COASTAL MONITORING PROGRAM – BIG SUR

Physical Address: 20 Lower Ragsdale Drive, Monterey, CA 93940      Organization’s Website: https://www.wildlife.ca.gov/

**Placement Site’s Organizational Background:**  
The primary responsibility of the Department of Fish and Wildlife (Department) is to protect and enhance California’s fish and wildlife, along with their habitats, for use and enjoyment. The Department accomplishes this responsibility with research, outreach, regulation development, and enforcement. The Department is staffed by scientists, educators, and regulators from diverse backgrounds and is well-positioned to provide mentorship and career development opportunities for WSP Members. The California Coastal Monitoring Project (CMP) is a statewide program that surveys California’s salmon and steelhead populations. Project methods include utilizing statistically rigorous modeling in combination with a variety of in-river sampling and survey methods to determine population size, habitat utilization, and other vital life history information.

Number of Years as a WSP Placement Site: 1      Number of Member Positions at this Site: 2

- Mentor Name(s) and Title(s):
- Matthew Michie, Environmental Scientist with CDFW
  - Dennis Michniuk, Environmental Scientist with CDFW
  - Donald Baldwin, Environmental Scientist with CDFW

**Position Description:**  
There are three primary job duties Members would perform if placed with the Department in Monterey County. The first would involve surveying streams throughout the Big Sur Biogeographical Population Group (BPG) to determine the “end of the anadromy” point of the stream. This duty involves hiking streams throughout the Big Sur coast to find the point in the river where anadromy stops. The second job duty would be to conduct steelhead-spawning surveys in streams within the Big Sur BPG, which includes all steelhead-bearing streams from San Jose Creek to Salmon Creek with a primary focus on the Big Sur River. The third job duty would include operation and monitoring of a DIDSON sonar camera and utilizing associated software. The first two tasks comprise predominantly of fieldwork, but the last job duty would be performed partially in the Department’s Monterey office. Members would gain field skills as well as data cleaning and analysis skills. The DIDSON sonar cameras are typically deployed for five to six months and Members would be processing a portion of that data along with completing QA/QC procedures. In addition to these three primary job duties, Members would also learn the processes and procedures for measuring water quality. Members will also gain invaluable experience creating and organizing large datasets. Lastly, the work being conducted in the field always gives Members and Mentors an opportunity for public outreach. This site is often approached by the general-public with many questions when conducting river surveys on the Big Sur River. These moments are a perfect opportunity for Members to speak with the public about the importance of the work being performed.

**What Makes this Site Unique:**  
This area of the coast will give WSP Members quality hands-on experience developing and initiating the framework of a long-term CMP study plan. Due to the scarcity of partnerships and assistance in this part of the coast, WSP Members will have the unique opportunity of conducting research in a watershed that has not been extensively monitored previously. The Big Sur coast is one of the most data-poor areas of California in regard to steelhead population estimates. Data collected by WSP Members will be directly used in Department’s Region Four Coastal Steelhead Monitoring report for CMP and National Marine Fisheries Service’s 5-year status report of South-Central Coast steelhead populations and trends. Members’ work will have meaningful impacts and can significantly add to CDFW and NOAA status reports. Members placed with the Department will have the opportunity to make meaningful contributions to the science upon which future ESA listing and regulations will be based.

**Site-Specific Training Provided:**  
WSP Members will be trained and gain experience in sampling methodology, statistical methods, and the use of a variety of sampling equipment. WSP Members will be trained to utilize various water quality equipment including, but not limited to, an YSI 556 multiparameter probe, hach-turbidity meter and long-term temperature loggers. Members will become efficient in using DIDSON 5.3 sonar imaging software and regular use of MS Word, Excel, and Access.

**Things to Note:**  
Members will spend a considerably large amount of time on fisheries work. Members placed at this site should be able to hike for long distances over uneven terrain, be able to wade in streams and rivers as a part of spawning surveys, and have the ability to work weekends. Members with a reliable vehicle and some GIS knowledge/experience are preferred.

WORK HOURS			<b>Housing Offered through Site:</b>  <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  <b>Vehicle provided for Placement Site work:</b>  <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8 hour days	10 hour days	10+ hour days	
75%	23%	2%	

TYPE OF WORK						
Field Work <i>(e.g.: field surveys, planting, invasive pulls, maintenance, water conservation projects)</i>	Office Work <i>(e.g.: lab analysis, data entry, GIS, report writing)</i>	Commuting <i>(e.g.: travel to field work and project Sites)</i>	Education and Outreach <i>(e.g.: non-WOW! teaching, tabling, citizen science)</i>	Volunteer Recruitment & Management <i>(e.g.: non-WAP volunteer work)</i>	Member Training <i>(e.g.: Site-specific training, conferences, and development opportunities)</i>	Other <i>(e.g.: gear and equipment maintenance)</i>
39%	39%	7%	5%	1%	5%	4%



UPPER SALINAS-LAS TABLAS RESOURCE CONSERVATION DISTRICT																											
Physical Address: 65 S. Main Street, Suite 107, Templeton, CA 93465			Organization’s Website: www.us-ltrcd.org																								
<b>Placement Site’s Organizational Background:</b> <p>The US-LT RCD has been in place for over 50 years and has been conserving and protecting soil and water resources for local landowners and managers throughout the district. The organization is overseen by appointed board members with several staff performing day-to-day functions and guiding management decisions. The Upper Salinas – Las Tablas RCD (US-LT RCD) is located in Templeton and covers much of inland SLO County as well as the portion of its coastline north of Morro Bay. This RCD participates in programs and projects involving floodplain restoration, channel stabilization, and provides landowners and managers with tools in best management practices. US-LT RCD is also working to expand climate-ready programs, stormwater resource planning efforts, and is developing the next phase of the SLO County Watersheds Management Plan. The US-LT RCD hosts several education events related to sediment/erosion control, urban stormwater management, agricultural water quality enhancement, and Creek Cleanup Days. WSP Members will work closely with staff to further the goals and objectives of US-LT RCD. US-LT RCD also helps support the California Department of Fish and Wildlife Coastal Monitoring Program through biological monitoring on Santa Rosa Creek, a key program for WSP members with US-LT RCD.</p>																											
Number of Years as a WSP Placement Site: 3			Number of Member Positions at this Site: 2																								
Mentor Name(s) and Title(s):	<ul style="list-style-type: none"><li>• Devin Best, Executive Director</li><li>• Erin White, Assistant Executive Director</li><li>• Andrew Johnson, Project Manager</li><li>• Kyle Whelan, Environmental Specialist</li></ul>																										
<b>Position Description:</b> <p>WSP Members will enhance the capacity of the US-LT RCD on multiple levels. This site offers a mix of implementation projects that include floodplain restoration, dune restoration, stormwater management, low impact development, habitat enhancement, and water conservation. Implementation projects are time sensitive and take priority over other efforts. WSP Members will also provide the RCD with assessment and survey support which includes activities such as habitat typing, instream flow monitoring, water quality sampling, winter spawner surveys, vegetation/land cover mapping, misc. field mapping, photo monitoring, bioreactor monitoring, and irrigation evaluations. WSP Members will also become familiar with reporting results for monitoring efforts. Members will greatly contribute to the RCD’s capacity specifically relating to education and outreach. Each RCD conducts multiple demonstrations, workshops, lectures, and presentations each year, and WSP Members will be a leading proponent to making these efforts happen. WSP Members will provide support in expanding RCD initiatives such as climate readiness, carbon farming, coordinated permitting, wildlife-friendly ag. ponds, ocean-friendly gardening/low impact development initiatives, storm rewards and rebate programs, and irrigation efficiency evaluations. WSP Members are presented with a wide array of initiatives that offer extensive learning, growth, and professional development opportunities.</p>																											
<b>What Makes this Site Unique:</b> <p>WSP Members placed at this site will gain experience across a wide spectrum of projects and programs across varying scales in a short amount of time. The diversity of projects and programs that Members participate in and the expansive list of project partners Members work with gives them the opportunity to learn an abundant amount of information and help them develop their professional, technical, and analytical skills. In addition, US-LT RCD offers WSP Members the opportunity to participate in a project from concept development and planning to implementation and post-project monitoring. US-LT RCD provides Members with significant autonomy and encourages them to pursue projects and topics that interest them. WSP Members will also be given the opportunity to help shape how Phase II of the SLO Watersheds Management Plan is developed. They will draw from their experience and skills to implement prioritized watershed restoration for the entire county. The geographic area within which Members will work covers the southern tip of Big Sur, east to the Carrizo Plains, and south to the border of the Santa Maria River. The diverse ecosystems range from redwood forests to interior savannahs, with special-status species located throughout. Conservation issues and related work will span urban, rural, and agricultural land uses with a focus on streams and related land and water management. Due to the uniqueness of this area and the variability in experiences, WSP Members will get an opportunity to understand complex resource concerns and issues while involving a small, localized community.</p>																											
<b>Site-Specific Training Provided:</b> <p>Members placed at this site will be trained in all required tasks and techniques needed to conduct day-to-day activities (GIS, CRAM, Flow monitoring, land owner outreach and spawner training)</p>																											
<b>Things to Note:</b> <p>Members at this site will work together while conducting fieldwork and will report to the office in Templeton. Members will spend a considerable amount of time working on water quality and conservation projects, planning restoration projects, and implementing instream and upslope riparian restoration projects. Members willing to work weekends, attend regular overnight trips, and those who have experience in GIS and water quality monitoring are preferred.</p>																											
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WSP OFFICE – SAN LUIS OBISPO TEAM LEADERS

Physical Address: 1527 Madera Ave, San Luis Obispo, CA 93401			Organization’s Website: https://ccc.ca.gov/what-we-do/conservation-programs/watershed-stewards-program/																								
Placement Site’s Organizational Background: The Watershed Stewards Program (WSP) was established in 1994 as a comprehensive, community-based watershed restoration and education program. In 2011 WSP expanded to Central and Southern California and opened the Region II WSP Office in San Luis Obispo. Over the past eight years, this satellite office has worked to increase watershed, salmonid, and water conservation awareness throughout this region.																											
Number of Years as a WSP Placement Site: 8			Number of Member Positions at this Site: 2 Team Leaders																								
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Jody Weseman, Region II Program Coordinator</li><li>Zia Schatz, Program Manager in Fortuna</li></ul>																									
Position Description: Each Team Leader supports one of WSP’s four districts where 10-12 Members serve. Specific Member responsibilities will differ depending on individual assignments and Team Leader’s interests and strengths. A major component of the Team Leader position is to attend and support all Watershed Awareness Projects (WAP) within their specific district. Member support will take the form of Team Leaders assisting Members in WAP development, volunteer recruitment, media outreach, completion of necessary and timely paperwork, reviewing safety materials, and general check-in prior to the event. Team Leaders will also be a physical presence at each Watershed Awareness Project in their district to support Members as needed. Team Leaders must also organize their own Watershed Awareness Project and recruit a minimum of 30 community volunteers. Another important aspect of Team Leader duties is teaching the Wonders of Watersheds (WOW!) curriculum in local schools and providing support for Members’ WOW! series as needed. Additional Team Leader duties include creating and designing a quarterly newsletter for WSP, serving on the WSP Advisory Committee and attending semi-annual meetings, attending and coordinating local outreach events, maintaining regular communication with WSP Members in specified district (10-12 Members), assisting WSP staff in planning internal trainings and events, contributing to program communications, and assisting in overall program development. Depending on individual interests and availability Members may work in partnership with the California Conservation Corps on a series of educational presentations for Corpsmembers. While most Team Leader responsibilities require them to be in the office much of the time, there are also ample opportunities for field work through site sharing with various Placement Sites. Team Leaders can visit and learn from each Member in their district. Team Leaders learn how to communicate effectively with Members within their district as well as the program as a whole and are exposed to ample opportunities for public speaking and networking within the local community.																											
What Makes this Site Unique: Highlights of being a Team Leader in the San Luis Obispo office include being part of a dynamic team, engaging in a diversity of projects, and traveling around the state to support Members. Due to its close proximity to the California Conservation Corps campus, Members placed at the WSP SLO office gain valuable leadership skills from this unique community. There are also numerous opportunities to network and meet natural resource professionals and educators from around the state. Members are encouraged to seek out trainings in environmental education and natural resource topics to further their professional goals. Team Leaders work directly in the Region II WSP office and receive first-hand experience in non-profit management. They are responsible for fostering a sense of community among Members, as well as providing support to Members, assisting in the administration of WSP, and contributing to Member development. SLO County offers great surf, food, trails, weather, and volunteer opportunities.																											
Site-Specific Training Provided: Team Leaders contribute to the WSP team by contributing to program reports, collecting data, and gaining in-depth insight into leadership and communication techniques used to support Members throughout the state. Team Leaders may also attend the Association for Environmental and Outdoor Education (AEOE) conference, the Science Technology Art Engineering and Math (STEAM) annual conference, the Department of Fish and Wildlife Spawning Survey training, or any other trainings that align with the mission of WSP. Depending on their interests. Examples include online GIS courses, PIT tagging and hatchery work, chainsaw, flood training, as well as other local workshops on watershed and education topics.																											
Things to Note: Members placed at this site can live in the California Conservation Corps (CCC) dorms at the Los Padres CCC center for the entire term of service or until they find permanent housing. Room and meals are provided for \$350/month.																											
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WSP OFFICE – RECRUITMENT LEADER																											
Physical Address: 1527 Madera Ave, San Luis Obispo, CA 93401			Organization’s Website: https://ccc.ca.gov/what-we-do/conservation-programs/watershed-stewards-program/																								
Placement Site’s Organizational Background: The Watershed Stewards Program (WSP) was established in 1994 as a comprehensive, community-based watershed restoration and education program. In 2011 WSP expanded to Central and Southern California and opened the Region II WSP Office in San Luis Obispo. Over the past nine years, this satellite office has worked to increase watershed, salmonid, and water conservation awareness throughout California.																											
Number of Years as a WSP Placement Site: 8			Number of Member Positions at this Site: 1 Recruitment Leader																								
Mentor Name(s) and Title(s):	<ul style="list-style-type: none"><li>Jody Weseman, Region II Program Coordinator in SLO</li><li>Greg Poulton, Region I Program Coordinator in Fortuna</li><li>Zia Schatz, Program Manager in Fortuna</li></ul>																										
Position Description: The purpose of this new position within WSP is to help diversify recruitment methods and to strengthen the resources provided to WSP Members, Placement Site partners, and alumni. WSP’s Recruitment Leader will work with the WSP team to expand community outreach, build social media presence, and promote the transformational impact of the program.  Recruitment Leader Activities: may include, but are not limited to: <ul style="list-style-type: none"><li>Work directly with WSP staff to diversify WSP’s recruitment methods and materials.</li><li>Develop marketing materials using video, audio, digital content.</li><li>Build and maintain WSP’s social media presence.</li><li>Create additional outreach materials (brochures, info pamphlets, etc.).</li><li>Assist with photo and video documentation at WSP events.</li><li>Plan for, attend, and host recruitment events.</li><li>Expand recruitment and community outreach through presentations at colleges, career fairs, and at CCC centers.</li><li>Create outreach presentations using software such as Illustrator, Publisher, and Power Point.</li><li>Conduct a Capacity Needs Assessment and develop a program-specific action plan</li><li>Develop ways to build and appreciate partnerships.</li><li>Network with other AmeriCorps programs in CA.</li><li>Be well-versed on the purpose of the program and its recruitment timelines.</li><li>Track and maintain data regarding progress towards achieving project outcomes.</li><li>Develop strategies to deepening WSP’s recruitment efforts to diversify the WSP applicant pool, including outreach efforts to potential applicants in underrepresented minority groups.</li></ul>																											
What Makes this Site Unique: Highlights of being the Recruitment Leader in the San Luis Obispo office include being part of a dynamic team, engaging in a diversity of projects, and traveling around the state to support Members. Due to its close proximity to the California Conservation Corps campus, Members placed at the WSP SLO office gain valuable leadership skills from this unique community. There are also numerous opportunities to network and meet natural resource professionals and educators from around the state. The Recruitment Leader will work directly in the Region II WSP office and receive first-hand experience in non-profit management. SLO County offers great surf, food, trails, weather, and volunteer opportunities.																											
Site-Specific Training Provided: The Recruitment Leader will participate in all required WSP trainings and meetings including a week-long orientation, a three-day regional training, weekly team conference calls, WSP Member Retreat, and the WSP Member Recognition Ceremony. Training topics will include but are not limited to Wilderness First Aid/CPR, Swift-water Safety, and professional development. Other trainings will be available based on Member’s interests. Some trainings will be provided by California Volunteers in Sacramento.																											
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SAN LUIS OBISPO STEELHEAD INITIATIVE (SLO SI)

<b>Physical Address:</b> 3196 South Higuera St., Suite A, San Luis Obispo, CA 93401	<b>Organization’s Website:</b> www.slocity.org
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**Placement Site’s Organizational Background:**

The San Luis Obispo Steelhead Initiative (SLO SI) offers WSP Members the opportunity to work directly with the City of San Luis Obispo Biologist, a California Department of Fish and Wildlife (CDFW) biologist, while partnering with the California Corps (CCC) and two local non-profit organizations, CreekLands and the Morro Bay National Estuary Program (MBNEP). SLO SI is focused on the monitoring and recovery of South-Central California Coast Steelhead in San Luis Obispo County’s coastal streams. SLO SI was formed to develop a regional and multifaceted group of professionals for the recovery of Steelhead Trout. SLO SI partners are: 1) the City of San Luis Obispo, a small municipality that also manages open spaces and the City’s natural resources for the enjoyment and benefit of its citizens; 2) CDFW, a state regulatory agency, that manages California's diverse fish, wildlife, and plant resources, and the habitats upon which they depend, for their ecological values and for their use and enjoyment by the public; 3) the CCC, a state agency that employs 18-24 year olds for one year to work on conservation projects that protect and enhance our natural resources; 4) the MBNEP whose mission is to protect Morro Bay by employing actions outlined in their Comprehensive Conservation Management Plan; and 5) CreekLands whose mission is “through education and engagement, we ensure that our natural resources continue to support the ecological, recreational, and economic needs of our community”. SLO SI partners are enthusiastic, experienced staff who are passionate about protecting and restoring Central Coast watersheds and steelhead populations.

<b>Number of Years as a WSP Placement Site:</b> 9	<b>Number of Member Positions at this Site:</b> 2
<b>Mentor Name(s) and Title(s):</b>	<ul style="list-style-type: none"><li>Don Baldwin, Environmental Scientist with CDFW</li><li>Freddy Otte, City Biologist with SLO</li></ul>

**Position Description:**

Members will work the majority of their term on the SLO Creek watershed implementing the California Coastal Monitoring Plan by conducting steelhead spawner surveys, maintaining a DIDSON camera to enumerate adult steelhead, and conducting DIDSON data review. Members will initiate a pilot monitoring program to understand habitat conditions in Laguna Lake coupled with timing and usage of steelhead as they move through the Prefumo Creek sub watershed. They will work on restoration sites and invasive species removal, participate in Creek Day meetings to prepare for annual Creek Cleanup, and assist with Fox Hollow Reservoir Rainwater Catchment and Flow Enhancement Project. Members will work no more than 10% of their term with SLO SI partners at CreekLands, Steph Wald and Aleks Wydzga, on redd and snorkel surveys on Arroyo Grande Creek, flow monitoring on sites throughout SLO County, managing data, assisting with education and outreach, and assisting with Trout in the Classroom. At the CCC, they will work no more than 10% of their term with Meredith Hardy on redd and snorkel surveys on Chorro and SLO creeks, native plant propagation, water conservation, and instream projects. The Members are sometimes paired with NOAA/CCC Veterans Fisheries Corps members during their term. Members will also spend 5-10% of their term with WSP Alumni Karissa Willits at the MBNEP conducting eelgrass surveys in Morro Bay, bioassessment surveys, and water quality monitoring on tributaries to Morro Bay. Members will have the opportunity to develop and present a poster at professional conferences such as Salmonid Restoration Federation (SRF) or the American Fisheries Society (AFS). They will have the opportunity to assist with electrofishing sampling on select small streams in San Luis Obispo County.

**What Makes this Site Unique:**

The SLO SI Placement Site offers a unique experience because of the number and type of partner organizations represented. While the Members will be focusing on projects in San Luis Obispo, there are opportunities to see how the other organizations work. A municipality has many different aspects related to daily work life compared to a non-profit or a state agency. While the City and CDFW are partners in the Coastal Monitoring Program, there will be awareness of the multiple benefits related to one program. Flood control activities, stormwater management, hydraulic assessment, water quality analysis and fish monitoring are all related and those linkages will be reinforced throughout the Members’ term. Fish monitoring is the umbrella that these different, distinct disciplines fall under and can lead to a career path for the members. The SLO SI Placement Site will give Members the unique experiences of working, seeing, and handling threatened South-Central California Coast Steelhead at the southern end of their range and working on habitat restoration and monitoring projects these fish rely on for future survival of the species.

**Site-Specific Training Provided:**

Members attend a number of trainings with CreekLands and the Tri-County Fish Team. These trainings include fish passage evaluations and engineering, bioengineering, snorkel survey training, spawner survey bio-assessments, and water quality monitoring. Member will also be trained by CDFW on DIDSON review, field survey techniques (redd, habitat, flow, spawner, etc.)

**Things to Note:**

This site provides a unique perspective into improving salmonid habitat by engaging Members in typical fisheries surveys, and also water conservation techniques. Members at this site also have the unique opportunity to work with CCC Corpsmembers at the Los Padres CCC center. Members will spend a considerable amount of time on fisheries work, DIDSON data review, and monitoring stream flow and water quality. Members placed at this site can live in the California Conservation Corps (CCC) dorms at the Los Padres CCC center for the entire length of their term, or until they find permanent housing. Room and board is provided for a monthly fee of \$350/month.

WORK HOURS			<b>Housing Offered through Site:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  <b>Vehicle provided for Placement Site work:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8 hour days	10 hour days	10+ hour days	
93%	5%	2%	

TYPE OF WORK						
Field Work <i>(e.g.: field surveys, planting, invasive pulls, maintenance, water conservation projects)</i>	Office Work <i>(e.g.: lab analysis, data entry, GIS, report writing)</i>	Commuting <i>(e.g.: travel to field work and project Sites)</i>	Education and Outreach <i>(e.g.: non-WOW! teaching, tabling, citizen science)</i>	Volunteer Recruitment & Management <i>(e.g.: non-WAP volunteer work)</i>	Member Training <i>(e.g.: Site-specific training, conferences, and development opportunities)</i>	Other <i>(e.g.: gear and equipment maintenance)</i>
55%	20%	3%	8%	2%	9%	3%

SANTA BARBARA STEELHEAD CO-OP (CDFW & CITY OF SB)																											
Physical Address: 1933 Cliff Drive, #27, Santa Barbara CA 93109			Organization’s Website: www.wildlife.ca.gov																								
Placement Site’s Organizational Background: California Department of Fish and Wildlife’s (CDFW’s) Santa Barbara Office is a great site for those looking to work with endangered species in a coastal desert landscape. The Department’s southern CA steelhead monitoring work is essential in understanding the current status and trend of this endangered salmonid in the southern edge of the species’ range. With the City of Santa Barbara’s Creeks Division as a site partner, this site is able to implement and monitor steelhead restoration projects. These restoration projects will include fish passage barrier removal, bioengineering, invasive species removal, riparian planting, water quality testing and bank stabilization. There will be an opportunity to learn about restoration monitoring of past projects, which includes effectiveness monitoring, vegetation surveys, and flow monitoring. The work done at this site contributes to a very important program which seeks to understand and bring back an amazing imperiled population from the brink of extinction.																											
Number of Years as a WSP Placement Site: 8			Number of Member Positions at this Site: 2																								
Mentor Name(s) and Title(s):		<ul style="list-style-type: none"><li>Dana McCanne, Environmental Scientist</li><li>Kyle Evans, Environmental Scientist</li><li>George Johnson, Creeks Supervisor</li><li>Erin Markey, Creeks Restoration Planner</li></ul>																									
Position Description: Members will aid in the monitoring and research of Southern California Steelhead both in the field (redd, and snorkel surveys, water quality and habitat monitoring) and in the office (data management and analysis, report writing and GIS). Our study area ranges from the Santa Maria River in Santa Barbara County through Topanga Creek in Los Angeles County, though most of our efforts are spent around the Santa Barbara and Ventura creeks. Additional activities may include barrier removal, invasive species removal, and restoration of native plant communities. Members will be involved in fish rescue operations that may occur in Santa Barbara, Ventura, Los Angeles, Orange, and San Diego Counties related to fire and drought. Members will also perform site maintenance (weeding, irrigation, invasive plant removal) at existing habitat restoration sites in southern Santa Barbara County and the Ventura Basin. At the City of Santa Barbara, Members will be involved with several ongoing water quality monitoring efforts, and throughout the year with creek restoration project implementation, maintenance, and monitoring. This may include photo monitoring, native re-vegetation efforts, and installation of erosion control measures, weeding of nonnatives, ground water monitoring, wildlife camera monitoring, vegetation surveys and project effectiveness monitoring. Members may also have an opportunity to work in the lab to identify macro invertebrate samples collected from streams in our area (e.g., Santa Monica Mountains, Ventura River).																											
What Makes this Site Unique: CDFW Santa Barbara is the lead group for researching and monitoring endangered southern California steelhead. While working with this site, Members will conduct monitoring of Oncorhynchus mykiss (steelhead and rainbow trout) populations and habitat (including water quality and availability). Within this office, there are opportunities to do field survey work, report writing, poster production, data analysis, protocol development, literature review and GIS. CDFW SB partners with the City of Santa Barbara which gives the opportunity for public outreach, water quality monitoring, and restoration effectiveness monitoring. Over the course of their term, Mentors work with the Members to determine their interests and skill sets and try to connect them with other local organizations to explore different focus areas (e.g., native plant propagation, wastewater treatment and watershed councils). In 2017, the Thomas Fire heavily impacted many of CDFW’s studies on their local watersheds and as a result Members at this site will focus on assessing the short and long-term effects this fire had on habitat, water quality and steelhead populations. Barrier assessment, photo points, and mapping of invasive species emergence will supplement more standard monitoring activities.																											
Site-Specific Training Provided: Members placed at this Placement Site receive a number of trainings, such as steelhead monitoring techniques, fish identification, native plant workshops, data collection methodology, field safety, and restoration techniques. Members also gain knowledge and experience using Dual Frequency Identification Sonar technology for monitoring immigrating steelhead and emigrating smolts from several streams.																											
Things to Note: The Santa Barbara Steelhead Co-op site is located in an expensive part of California, and Members are advised to seek housing with roommates. Members with experience in GIS, experience working in extreme weather conditions, are strong swimmers, and have a reliable personal vehicle are preferred. Members at this site must possess a desire to learn, computer literacy, and be comfortable working with animals and in the outdoors.																											
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RESOURCE CONSERVATION DISTRICT OF THE SANTA MONICA MOUNTAINS																											
Physical Address: 540 S. Topanga Canyon Blvd., Topanga, CA 90290				Organization’s Website: http://www.rcdsmm.org/																							
Placement Site’s Organizational Background:																											
The Resource Conservation District of the Santa Monica Mountains (RCDSMM) has provided important resource management information to its constituents since 1961. The RCD has a long history of research, education, outreach and implementation of watershed planning, and restoration within the Santa Monica Mountains. A five-member Board of Directors, appointed by the Los Angeles County Board of Supervisors, oversees the RCDSMM. The Research and Restoration Team of the RCDSMM started monitoring Southern California Steelhead trout in 2001 throughout the Santa Monica Bay. This work is complemented by comprehensive watershed analysis and extensive work with stakeholders to identify and implement important restoration actions, including preparation of the Topanga Creek Watershed Management Plan, the Malibu Creek Watershed Action Plan, and the Santa Monica Mountains North Area Watershed Plan (in progress). RCDSMM has also been involved with acquiring grant funding and assisting with the implementation of numerous restoration projects including the restoration of Malibu Lagoon, the removal of a fish passage barrier in Topanga Creek, known as the Rodeo Grounds Berm, the development of plans for the restoration of Topanga and Trancas Lagoons, and the removal of Rindge Dam on Malibu Creek. This work translates on the ground field work into information necessary for management and policy making to protect and preserve local ecosystem functions and services. WSP Members are encouraged to participate in stakeholder meetings, Technical Advisory Committee meetings and other opportunities to share their field based experiences.																											
Number of Years as a WSP Placement Site: 6				Number of Member Positions at this Site: 1																							
Mentor Name(s) and Title(s):	<ul style="list-style-type: none"><li>Rosi Dagit, Senior Conservation Biologist</li><li>Danielle Alvarez, Field Biologist</li><li>Kelly Kazmirchuk, Education Coordinator</li></ul>																										
Position Description:																											
The WSP Member at the RCDSMM will participate in a wide variety of projects, but the Year 26 program will be a departure from the typical focus. Although the RCD will be continuing monthly snorkel surveys (1 week/month), the organization is waiting to hear if the lifecycle monitoring program will be funded. If so, the WSP Member will continue learning about mark-recapture, DIDSON and instream antenna monitoring, and weir trapping. If not, approximately 3/4 of their time will focus on restoring riparian habitat, invasive species removal, assisting in spring stream surveys, continuing upper watershed tree and turtle monitoring, drought monitoring, citizen science project coordination, and education programs. The combination of research, monitoring and restoration experience not only will benefit the Member, but provide essential personnel support to these efforts. The RCDSMM provides field based education programs to elementary through high school students. RCDSMM provides a fall training program for docents, which will be a great experience for the Member. The Topanga Canyon Docent fall training program is also a fantastic opportunity to learn more about the natural history of the Santa Monica Mountains. Once grounded in local natural history, the WSP Member is a wonderful addition to conducting the RCD’s education programs. Although not explicitly stated, one of the RCD’s education-outreach goals is to model possible career paths for participating students. Having a Member as field instructors provides yet another interesting avenue of possibility for the students to see, as well as providing the Member with solid teaching experience. If the lifecycle program is not funded, a Member at the RCDSMM would be able to site share and assist the CDFW Santa Barbara field efforts to gain more specifically fish focused experience.																											
What Makes this Site Unique:																											
RCDSMM is a unique Placement Site because the Member does not have a site partner. The Member gets involved in numerous projects very quickly and can grow independently as an individual. With multiple grants occurring simultaneously, the Member gain experience in a breadth of topics besides direct fisheries work such as tree surveys, benthic macroinvertebrate sampling, and riparian habitat mapping. This Member will have the opportunity to publish peer-reviewed papers coming from some of this work, which offers a great stepping stone to apply to graduate school. The jurisdiction of all of the Santa Monica Mountains is quite large, and there are many opportunities to attend interesting management meetings. The combination of urban and wildland areas in such close proximity to one another helps develop an understanding of land use planning and avoiding anthropogenic impacts on wildlife. The southern region also has a unique situation when it comes to climate, where several of the creeks will dry in sections or entirely by the end of the summer. Lagoons are connected to the ocean for short periods of time, and there are few anadromous fish coming into the system. RCDSMM also offers a large education component where the Member leads student field programs in both the upper and lower watershed. Each day something new comes up, so learning to be flexible and problem solve is a great skill that is learned as a byproduct of the excitement of the RCDSMM.																											
Site-Specific Training Provided:																											
The Member placed at this site is trained in various restoration and research elements, including snorkel and spawner surveys, mark-recapture events, storm event trapping, benthic invertebrate and water quality sampling. The Member receives one-on-one training in the preparation of samples, chain of custody protocols, QA/QC protocols, data management and analysis. They also receive an eight-week docent training which provides them a thorough background in local natural history, specific information related to program elements like fish adaptations, local birds, and phytoplankton and zooplankton identification. The Member at this site would participate in the Topanga Canyon Docent fall training program and learn more about the natural history of the Santa Monica Mountains.																											
Things to Note:																											
There is only one Member placed at this site. A Member at this site will spend a considerable amount of time leading students on field trips, analyzing data, and writing technical reports. This site requires Members to have a reliable personal vehicle, have the ability to work weekends, and be a strong swimmer. GIS knowledge and statistical analysis skills are preferred.																											
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